CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

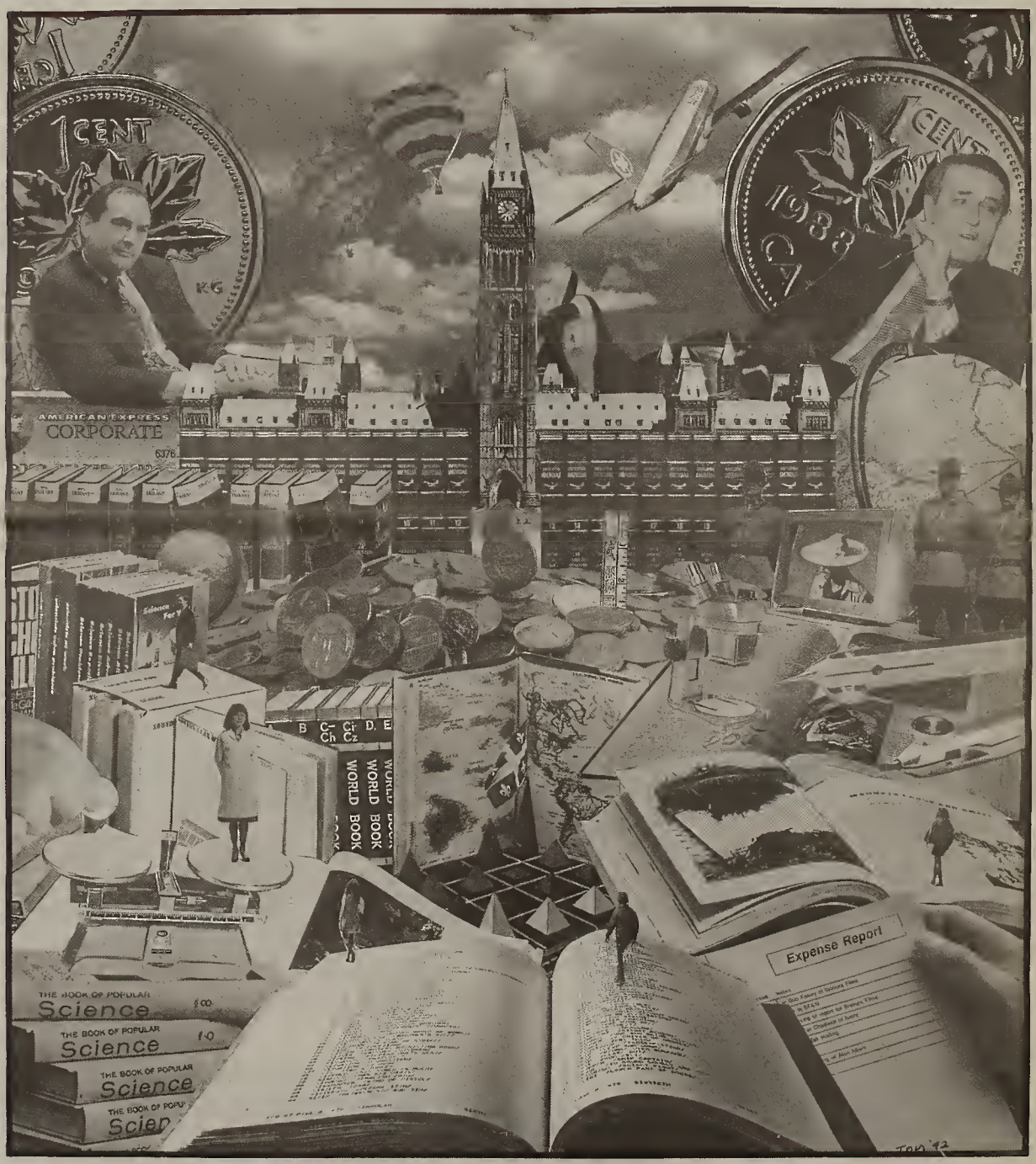
CAUT/ACPU

BULLETIN

caut acpu

BILAN DU PC RECORD

NOVEMBER / NOVEMBRE 1992 VOL. 39, No. 9



The Tory Record / Le bilan du PC

EDITORIAL/ÉDITORIAL

Alan Andrews

PSE inequality looms as Tory commitment ebbs

A letter to the CAUT *Bulletin* this month from Premier Roy Romanow's former chief constitutional advisor emphasizes the importance attached by the provinces to federal support for post-secondary education in Canada. It also reminds us that there was in the Charlottetown Accord an undertaking to return to the question of Established Programs Financing (EPF) with a view to achieving a further political accord that will secure the federal government's role.

As can be seen from articles elsewhere in this issue, the record of the Tory government in Ottawa in this matter is not impressive. Cash transfers for post-secondary education have been run down, first by removing the escalator which had given provinces some security that the value of the cash transfers would be maintained, then by reducing the cash and finally by projecting the withdrawal of it altogether.

The Mulroney government's justification for this policy is that it needs the money for other things. It does not say that post-secondary education should not occur in Canada. The implication of its policy, however, is that others — provincial governments, the universities and colleges themselves, their faculty, staff and students — should provide the funding needed to maintain and develop the nation's post-secondary education system.

It is already becoming clear that this is an unreal dream. Legislated wage freezes, funding allocations incremented by less than the rate of inflation — low though that is — fee increases considerably in excess of inflation, demands for "voluntary" contributions to underfunded areas of university budgets, overloaded courses and professors, pressure to cut academic programs and activities, deteriorated buildings, impoverished libraries, all these are a consequence of the funding crisis precipitated by the federal Tories.

In the longer term, if the crisis is not resolved, we can anticipate that greater and greater inequalities will develop between the country's universities. The total devolution to the provinces of the public responsibility will exacerbate the divisions among them, a process implicit in other aspects of the Charlottetown agreement. In the absence of greater provincial commitment universities in poorer provinces can be expected to decline relative to those in richer provinces.

Alternatively, if poorer provinces accept a commitment to maintain institutional excellence, the local tax burden will increase. It will cost more to be a Canadian in a poor province that aims to keep it's universities up to scratch. It can also be expected that post-secondary educational opportunities offered in poorer provinces will be limited, both by caps on enrolment and by prohibitive levels of fees. So it will cost more to be an educated Canadian — if you can get in.

The situation therefore remains urgent. Indeed, it is now more urgent than it was a year ago, for the effect of Joe Clark's refusal to discuss EPF is that the federal government has gained more time which it will use to run down the system further. Those who have negotiated to try to achieve salary catch-up from employers who have deliberately run down wages will know how difficult it is going to be to restore Canadian post-secondary education to the state it was in when Mr. Mulroney became prime minister, let alone to improve it.

All the fine talk about prosperity initiatives, the importance of education, of Canada itself, won't in the end pay the bills. The federal government has found money for projects it thought were important. Several provinces seem to have found one or another of these as compensation enough for the continued shortfall in the EPF transfers. Dealing with each province on some particular local desideratum proved an effective way of splitting their common front on EPF.

One of the things the referenda have shown is that many Canadians think that politicians should be paying more attention to the state of the economy. CAUT's lobbying efforts during the constitutional discussions were designed to get them to do exactly that. Investment in education and research has a greater return in the long run than any other the country could make. The commitment of the first ministers to address the EPF crisis should be fulfilled, and soon. Mr. Mulroney has said that he intends to convene a first minister's meeting to discuss the economy. EPF should be high on that agenda. Provincial ministers with responsibility for post-secondary education should see to it that their leaders put it there.

Les inégalités dans le financement de l'enseignement postsecondaire se dessinent à mesure que faiblit l'engagement des Conservateurs

L'ancien conseiller constitutionnel en chef du premier ministre Roy Romanow a écrit au *Bulletin* de l'ACPU ce mois-ci, en soulignant l'importance que les provinces attachent au soutien apporté par le gouvernement fédéral à l'enseignement postsecondaire au Canada. Cette lettre nous rappelle par la même occasion que l'Entente de Charlottetown comportait l'engagement de reprendre l'étude de la question du financement des programmes établis (FPE) afin d'en arriver à un accord politique qui permette d'assurer le rôle du gouvernement fédéral.

Comme on peut le voir dans les articles figurant ailleurs dans ce numéro, le bilan des Conservateurs à Ottawa sur cette question n'est pas reluisant. Les transferts de paiements au titre de l'enseignement postsecondaire ont été réduits de plus en plus, d'abord en supprimant la progression qui accordait aux provinces une certaine sécurité quant au maintien de la valeur des transferts en espèces, puis en réduisant les montants en espèces et, enfin, en prévoyant leur suppression totale.

Le gouvernement de M. Mulroney a justifié cette politique en prétendant qu'il a besoin des fonds en cause pour d'autres projets. Il ne dit pas que l'enseignement postsecondaire ne devrait pas exister au Canada. Toutefois, sa politique a pour conséquence que d'autres — les gouvernements provinciaux, les universités et collèges, leurs professeurs, personnels et étudiants, devraient assurer le financement nécessaire pour maintenir et développer le système d'enseignement postsecondaire de notre pays.

Il est déjà de plus en plus clair que c'est là rêver en couleurs. Les gel des salaires par mesure législative, l'augmentation des subventions à un taux inférieur au taux de l'inflation — aussi bas ce dernier soit-il, l'augmentations des frais de scolarité d'un taux considérablement supérieur à celui de l'inflation, les quêtes insistantes de contributions «volontaires» au titre des postes moins bien subventionnés dans les budgets universitaires, les cours et les professeurs surchargés, les pressions en vue de réduire les programmes d'études et les activités, la détérioration des édifices, l'appauvrissement des bibliothèques, tous ces faits découlent directement de la crise dans le financement créée par les Conservateurs du gouvernement fédéral.

À plus long terme, si la crise n'est pas résolue, nous pouvons nous attendre à ce que des inégalités croissantes se manifestent entre les universités de notre pays. La décentralisation totale de la responsabilité publique par transmission de celle-ci aux provinces exacerbera les divisions entre elles, processus implicite dans d'autres aspects de l'Entente de Charlottetown. Devant l'inexistence d'un engagement provincial plus ferme, les universités dans les provinces moins bien loties peuvent s'attendre à décliner par rapport à celles des provinces plus riches. Ou alors, si les provinces plus pauvres insistent et s'engagent à maintenir l'excellence de leurs établissements, le fardeau fiscal local s'accroîtra. Il en coûtera plus cher d'être Canadien dans une province pauvre qui vise à entretenir des universités de qualité. On peut s'attendre également à ce que les

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Editorial countered on several points

I write in response to the editorial of September 1992, regarding Established Programs Financing (EPF) and the constitutional negotiations of 1992.

First, I would like to emphasize that several governments made EPF and other transfer payments a high priority in the recent negotiations. In the case of Saskatchewan it was one of the two highest priorities, along with aboriginal rights.

Second, there was no general agreement that EPF and other fiscal transfers should be dropped because "the constitutional table had too much on it." Quite the opposite was the case. This item was on the table right to the end. It is simply not true that it was abandoned by provincial governments. The item was not fully proceeded with because the federal government refused to agree to any substantial change. Since federal approval is required there was little that could be done.

Third, it is true that no delegation supported the CAUT's suggestion of shared constitutional responsibility for post-secondary education. However, this lack of support related more to problems with such a major jurisdictional shift than to funding arrangements or support for post-secondary education. It was not evident to the government of Saskatchewan that such a sharing would necessarily increase funding to universities and other institutions, while it would certainly complicate the jurisdictional question in Canada, most specifically as noted, in Quebec.

Fourth, it should be noted that there was some progress on transfer payments in general, although in the matter of EPF, this amounted only to a promise to look at a future political accord.

This was disappointing to the Saskatchewan delegation, but like other delegations it was necessary to weigh that disappointment against gains in other areas. In the final analysis we concluded that the whole was more important than any one of the deficiencies in the parts.

I would also like to note that use of the term "boys" in Mr. Andrews final paragraph. Frankly, it is disturbing to see the double standard here. The term "girls" would never be used in such an editorial in 1992. More importantly, women participated at every level of these discussions, including two as heads of delegations. I believe that the use of the term "boys" overlooks their contribution.

Finally, I want to agree with Mr. Andrews on the importance of constitutionalizing EPF arrangements. We were not successful in this round, but this does not mean that all other amendments are precluded in the future. Indeed, the CAUT ought to pursue this matter with "friendly" governments like Saskatchewan, both to strengthen their negotiating position on any future political accord, and to plan a strategy for a future amendment.

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Advisor to the Premier of
Saskatchewan, March - Sept. 1992

CAUT BULLETIN DE L'ACPU
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Published by the Canadian Association of University Teachers, 308-294 Albert St., Ottawa, Ontario K1P 6E6 (613) 237-6885.
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The CAUT Bulletin is published the first week of each month September through June. Total average distribution 33,000. ISSN 0007-7887.
Printing, Layout and Editorial Services: Performance Printing, Smiths Falls, Ontario.

Publié par l'Association canadienne des professeurs d'université, 294, rue Albert, bureau 308, Ottawa (Ontario) K1P 6E6 (613) 237-6885.
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Le Bulletin de l'ACPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen: 33 000. ISSN 0007-7887
Impression, mise en page et services de rédaction: Performance Printing, Smiths Falls (Ontario).

TORY RECORD/LE BILAN DU PC

Each year on the anniversary of the election of the Conservative Party, the CAUT *Bulletin* reviews the record of the Tories on issues of special importance to the university community. This may be the last such issue before a general election, and we have attempted to look at the complete record since 1984, not just the past year.

Chaque année, à l'occasion de l'anniversaire de l'élection du Parti conservateur, le *Bulletin* de l'ACPU fait la revue des réalisations du parti au pouvoir sur les questions d'intérêt particulier pour la collectivité universitaire. La présente édition est peut-être la dernière avant la tenue d'élections générales et nous nous sommes efforcés de revoir dans son ensemble l'actif de ce parti depuis 1984 et pas seulement ce qu'il a réalisé au cours de la dernière année.

Care and feeding of a neo-conservative revolution

Donald C. Savage

Since 1984 the Tory government under Brian Mulroney has put into effect the most profound change in Canadian politics since the establishment of the welfare state after the Second World War. All the policies of the government including those on post-secondary education, research and development and medicare must be seen through this prism.

Although the country is vigorously divided over the merits of this revolution, few would deny its existence and its impact. Indeed it is odd to see the Canadian media fuelling the populist attack on federal politicians as leaders who do not carry out their policies.

At least in the federal sphere the Tory policy has been reasonably clear since November 1984. In that month Michael Wilson laid out an economic agenda which was basically a neo-conservative attack on the federal welfare state. He also set up the Nielsen task force to try to carry out this attack.

He argued then and subsequently that Ottawa must cut back not only its spending but on the very conception of an interventionist state in the interests of developing the private market economy. Since then he and his officials in the department of finance have been one of the key pillars of the Conservative approach to government.

That approach has a number of important elements. The first is the attack on the deficit. Eight years of constant rhetoric about the deficit has converted most of the Canadian media to this agenda. This approach involves both downsizing the federal civil service and reorienting it to prefer a reduction in the scope of federal intervention.

Realistically, from the perspective of the government, this cannot be done without a sustained attack on the social programs of the federal government although most Conservatives would prefer not to admit this. This is so because the government is reluctant to impose new taxes particularly on the business community or to eliminate tax subsidies. New social policies must, therefore, be resisted and existing ones curtailed.

Thus a federal daycare program would not be funded despite the promises made in the last election. Universal family allowances were ended. The only significant failure in Mr. Wilson's program was the attempt to do the same for the Canada Pension Plan. There would also be drastic cuts in the federal transfer payments for medicare and post-secondary education.

Brian Mulroney
Prime Minister of Canada/
premier ministre du Canada

These approaches were then reflected in the Conservative strategy for constitutional reform through proposals which would make it extremely difficult to create new social programs such as daycare while resolutely excluding any significant discussion of medicare and post-secondary education (see p.14).

In the mind of those in the department of finance, Canada simply could not afford its generous social programs and, in order to be internationally competitive, would have to reduce these by eliminating universality and by generally scaling down the expectations of the population.

It should be noted that the most vocal critic of the government on the federal scene in the West is the Reform Party which not only shares this vision but would accelerate it. The Bloc Québécois is also largely composed of Tories who supported these policies as members of the government and probably still do. It is possible, therefore, even if the Tories disintegrate in the aftermath of the Charlottetown Accord, that the Tory economic agenda will command majority support in the House of Commons.

The government always pleads poverty for refusing to fund particular programs. Yet this year alone it found $4.4 billion for military helicopters and $4.3 billion in loan guarantees for Central Guaranty Trust. Between 1986 and 1993 it has been cutting $4.7 billion from the transfer payments in respect of post-secondary education. It is clear that ideology, not poverty drives the agenda.

In this approach the Conservatives could count on the ego of many provincial politicians and civil servants. Pierre Trudeau had already demonstrated that the federal government could unilaterally cut the transfer payments without any effective opposition from provincial governments regardless of their political stripe. The Conservatives simply continued this strategy but on a grander scale.

Furthermore Ottawa knew that provincial governments could not resist the temptation of demanding the same constitutional powers as Quebec because prestige in government is counted by the size of departments and budgets. The more powers transferred, the more important were the provincial politicians and civil servants. If that did not work, some provincial governments could be bought off by expensive but

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La stratégie néo-conservatrice — une révolution

Donald C. Savage

Depuis 1984, le gouvernement conservateur de Brian Mulroney a modifié la politique canadienne comme jamais elle ne l'a été depuis l'établissement de l'État providence après la Seconde Guerre mondiale. C'est à travers ce prisme qu'il faut voir toutes les politiques gouvernementales, notamment celles qui touchent l'enseignement postsecondaire, la recherche et le développement, et l'assurance-maladie.

Bien que les mérites de cette révolution ne fassent pas du tout l'unanimité chez les Canadiens, rares sont ceux qui en nieraient l'existence et les répercussions. En fait, il est curieux de voir les médias canadiens alimenter l'attaque populiste, qui accuse les dirigeants fédéraux de ne pas mener à bien leurs politiques.

Au moins, les Conservateurs fédéraux ont établi une politique assez claire depuis novembre 1984. C'est à ce moment que M. Wilson a présenté un programme économique qui était pratiquement une attaque néo-conservatrice contre l'État providence. Il a également établi le Groupe de travail ministériel Nielsen chargé de l'examen du programme afin d'essayer de mener à bien cette attaque.

Il a alors indiqué, comme il l'a fait ultérieurement, qu'Ottawa devrait non seulement réduire ses dépenses, mais aussi combattre l'idée d'un État interventionniste afin d'assurer l'essor du secteur privé. Depuis, les représentants du ministère des Finances et lui-même ont été au nombre des partisans de l'approche conservatrice à l'égard du gouvernement.

Cette démarche comporte certains éléments importants. Il y a d'abord l'attaque contre le déficit. Huit années de discours incessants sur le déficit ont permis de faire accepter ce programme par la plupart des médias canadiens. Cette approche prévoit la réduction des effectifs de la fonction publique fédérale et une réorientation en faveur d'une intervention fédérale d'une portée réduite.

De façon réaliste, bien que la plupart des Conservateurs préféreraient ne pas l'avouer, le gouvernement est d'avis qu'on ne peut y parvenir sans une attaque soutenue contre les programmes sociaux fédéraux. Il en est aussi vrai parce que le gouvernement est peu disposé à imposer de nouvelles taxes, particulièrement aux gens d'affaires, ou à éliminer les subventions fiscales. Il faut donc résister aux nouvelles politiques sociales et restreindre les politiques en place.

Ainsi, aucun programme fédéral de garderie ne sera financé, en dépit des promesses faites aux dernières élections. On a mis fin aux allocations familiales universelles. La seule véritable faille du programme de M. Wilson fut la tentative de supprimer également le régime de pensions du Canada. Il y aurait aussi des réductions draconiennes des paiements de transferts fédéraux au titre de l'assurance-maladie et de l'enseignement postsecondaire.

La stratégie conservatrice de réforme constitutionnelle tenait compte de ces objectifs, par le biais de propositions qui rendraient extrêmement difficile la création de nouveaux programmes sociaux tels que les programmes de garderie, tout en écartant résolument toute discussion significative sur l'assurance-maladie et l'enseignement postsecondaire (voir p.14).

Aux yeux du ministère des Finances, le Canada ne pouvait tout simplement se permettre d'offrir des programmes sociaux généreux et, afin d'être concurrentiel sur la scène internationale, il devrait les réduire en éliminant l'universalité et en réduisant généralement les attentes de la population.

Il faut remarquer que le critique le plus virulent du gouvernement sur la scène fédérale dans l'Ouest du pays est le Reform Party qui partage néanmoins cette même vision et qui en accélérerait le processus. Le Bloc Québécois est composé lui aussi en grande partie de Conservateurs qui ont appuyé ces politiques pendant leur mandat au gouvernement et qui y sont encore fidèles.

Il est donc concevable que même si les Tories se désintégraient à la suite de l'Entente de Charlottetown, leur programme économique conserverait un soutien majoritaire à la Chambre des communes.

Le gouvernement crie toujours misère en refusant de financer certains programmes. Pourtant, rien que cette année, il a trouvé 4,4 milliards de $ pour l'acquisition d'hélicoptères militaires et 4,3 milliards de $ pour garantir des emprunts de Central Guaranty Trust. Entre 1986 et 1993, il aura coupé 4,7 milliards de $ des paiements de transfert au titre de l'enseignement postsecondaire. Il est évident que c'est l'idéologie et non la pauvreté qui est le moteur de ces actions.

Dans leur démarche, les Conservateurs pouvaient compter sur l'orgueil de nombreux hommes politiques et fonctionnaires provinciaux. M. Trudeau avait déjà prouvé que le gouvernement fédéral pouvait réduire unilatéralement les paiements de transferts sans rencontrer de forte opposition des gouvernements provinciaux, quelle que soit leur allégeance politique. Les Conservateurs ont simplement poursuivi cette stratégie, mais à plus grande échelle.

De plus, Ottawa savait que les gouvernements provinciaux ne

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Care and feeding

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short-term deals — promises, for example, to spend money on the Trans-Canada Highway.

Free trade

Free trade — first with the United States and then with Mexico — was one of the most far-reaching parts of the Conservative revolution. Continentalism swept aside Canadian nationalism. The agreement will undoubtedly have far-reaching economic effects which will be debated for years. But it also allowed the business community and their Conservative allies to attack the federal social, educational and cultural programs on the grounds that these costs made Canada less competitive in a free trade zone.

Free trade will in all likelihood be enduring. Few expect that either the Liberals or the NDP would, in fact, repeal the deal or be able to persuade the Americans to modify it in any significant way.

The impact of Quebec

It is doubtful, however, that the neo-conservative agenda by itself could have sustained the Conservative predominance in the country over the last eight years.

The other great motor of decentralization and the scaling down of Ottawa was the search for an accommodation with Quebec. The Conservatives owed their place in government to the success of the Prime Minister in convincing many Quebec nationalists that they could find a comfortable constitutional home in his vision of Canada. Quite what that vision would be was somewhat unclear when Mr. Mulroney took power in 1984.

However, the Quebec nationalists in the caucus made it clear that they thought that dismantling federalism should come to an end through an accommodation which transferred significant powers to Quebec and recognized it as a distinct society. Here there could be an alliance with the department of finance so long as the demands were for the removal of federal powers and their transfer to the provinces. Where this alliance came unglued was when the department of finance and its business allies demanded that the new Constitution must also guarantee a Canadian free trade market.

In the end the nationalists had their way and the new Constitution promised less rather than more free trade within Canada. The new proposals also dismantled much of the federal role in labour market training despite the opposition of many business leaders and of academics. Here too the influence of Quebec was predominant.

The cuts in transfer programs meant that provinces would either have to raise their own taxes to pay for the services or cut back on them. This was exactly what the department of finance wished.

For years Ottawa had resented the attacks of the provinces on its fiscal and monetary policies. Now it was saying to them — you can have the responsibility not only for all these new powers you want but also for raising the taxes to pay for them.

In many ways Mr. Wilson was articulating one part of the Trudeau vision, namely that each level of government should be responsible for the powers within its jurisdiction and should pay for the cost of using those powers.

The voters of Canada, however, have left this constitutional policy in disarray by rejecting the Charlottetown Accord.

Research, technology, and culture

In this context no one should be surprised that Conservative ministers responsible for research and development, for example, have not been able to realize the policy goals suggested by a variety of commissions frequently chaired by their own friends and allies (for example, the Lortie Commission and the Sparrow report to the House of Commons) precisely because these commissions recommended not only substantially increased funding for research but also ipso facto a more interventionist role in this area for the federal government (see p.8).

This was so despite the fact that successive Conservative ministers of science and technology strongly believed in the importance of research and development, gave researchers vigorous rhetorical support, and indeed were able to pry money out for particular programs such as the four per cent increases over the next three years for the federal research councils when most government departments were downsizing.

Mixed messages on culture derive in large part from the same economic and fiscal agenda (see p.12).

The rights of women and of First Nations

Politics, of course, are never totally logical. The Prime Minister would like to use his office to increase the status of women in Canada. The constraints of his economic policies dictate that he can make no major costly changes such as the introduction of daycare.

But he and various of his ministers such as Mary Collins and Marcel Danis, have tried with some success to fund federal programs of use to women and to promote women to senior posts in the federal government (see p.16).

Events have also forced Mr. Mulroney to change course in regard to the First Nations of Canada. Initially his government seemed anxious to cut back on the treaty rights and the funding of native Canadians, particularly those involved in post-secondary education, but events at Oka and elsewhere prompted something of a change of heart (see p.6).

Conclusion

The Canadian media and the public focus much of their attention on the personality of the Prime Minister and of the supposed failure of the federal government to carry out a coherent policy. In fact there has been a developing but coherent federal policy since 1984. The country should debate the merits of it, not pretend that it is non-existent.

The Tory Record this year will attempt to assess the impact of the Conservative strategy in those areas of federal policy related to the interests of the university community.

(Donald C. Savage is Executive Director, CAUT.)

La stratégie néo-conservatrice

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pouvaient résister à la tentation d'exiger les mêmes pouvoirs constitutionnels que le Québec parce que le prestige, au sein des gouvernements, est évalué à partir de la taille des ministères et des budgets. Plus le nombre de pouvoirs transférés était élevé, plus les politiciens et les fonctionnaires provinciaux prenaient de l'importance. En cas d'échec, le silence de certains gouvernements provinciaux pouvait être acheté par des compromis onéreux, mais à court terme – par exemple, des promesses de fonds pour l'autoroute transcanadienne.

Libre-échange

Le libre-échange, d'abord avec les États-Unis puis avec le Mexique, a été l'un des aspects de la révolution conservatrice dont la portée a été la plus grande. Le continentalisme a rejeté le nationalisme canadien. L'accord aura sans aucun doute des effets économiques d'une portée considérable qui feront l'objet de débats pendant des années, mais il permettra aussi aux entreprises et à leurs alliés chez les Conservateurs de s'attaquer aux programmes sociaux, éducatifs et culturels du gouvernement fédéral en alléguant que ces dépenses ont réduit la compétitivité du Canada dans une zone de libre-échange.

Le libre-échange va sans aucun doute être durable. Rares sont ceux qui s'attendent à ce que les Libéraux ou les Néo-démocrates révoquent l'entente ou réussissent à persuader les Américains de la modifier substantiellement.

L'incidence du Québec

Mais le programme néo-conservateur n'aurait probablement pu soutenir à lui seul la prédominance conservatrice au pays au cours des huit dernières années.

Le souci de compromis avec le Québec a été l'autre grand moteur de la décentralisation et de la compression à Ottawa. Les Conservateurs devaient leur place au pouvoir au fait que le premier ministre a su convaincre de nombreux nationalistes québécois qu'ils pourraient trouver une place constitutionnelle confortable dans sa vision du Canada. Cette vision était quelque peu imprécise lorsque M. Mulroney est arrivé au pouvoir en 1984.

Cependant, les nationalistes québécois du caucus ont indiqué clairement qu'il faudrait mettre fin au fédéralisme dominateur grâce à un compromis prévoyant le transfert de pouvoirs importants au Québec et la reconnaissance de sa place de société distincte . Il pourrait y avoir alliance avec le ministère des Finances, dans la mesure où les demandes visaient la suppression des pouvoirs fédéraux et leur transfert aux provinces. Cette alliance s'est écroulée lorsque le ministère des Finances et ses alliés commerciaux ont exigé que la nouvelle Constitution garantisse également un marché canadien de libre-échange.

Les nationalistes l'ont finalement emporté et la nouvelle Constitution promettait, au contraire, moins de libre-échange à l'intérieur du pays. Les nouvelles propositions ont également démantelé en grande partie le rôle fédéral dans la formation professionnelle, en dépit de l'opposition manifestée par de nombreux chefs d'entreprises et universitaires. Là encore, l'influence du Québec a dominé.

En raison des coupures effectuées dans les programmes de transferts, les provinces devraient augmenter leurs impôts afin de payer les services, ou réduire ces derniers. C'était exactement l'objectif du ministère des Finances.

Pendant des années, Ottawa s'est indigné des attaques des provinces à l'endroit de ses politiques fiscale et monétaire. Il leur disait alors : je vous confie tous les nouveaux pouvoirs que vous revendiquez, et celui d'augmenter les impôts afin de les payer.

De bien des façons, M. Wilson articulait une partie de la vision de M. Trudeau, notamment celle selon laqueHe chaque échelon gouvernemental devrait être responsable des pouvoirs dans sa juridiction et en payer les frais d'utilisation. Les électeurs du Canada ont toutefois mis cette politique constitutionnelle en déroute en rejettant l'Entente de Charlottetown.

Recherche, technologie et culture

Dans un tel contexte, nul ne devrait être surpris que les ministres conservateurs responsables de la recherche et du développement, par exemple, n'aient pas été capables de concrétiser les objectifs politiques que leur ont suggérés diverses commissions souvent présidées par leurs amis et alliés, par exemple la Commission Lortie et le rapport Sparrow à la Chambre des communes, précisément parce que ces commissions recommandaient un accroissement important du financement de la recherche et, par le fait même, une intervention plus importante du gouvernement fédéral dans ce domaine (voir p.10). Et cela, en dépit du fait que les ministres Conservateurs successifs des sciences et de la technologie croyaient fermement en l'importance de la recherche et du développement, donnaient un appui verbal important aux chercheurs, et en fait, pouvaient trouver de l'argent pour des programmes particuliers, par exemple les augmentations de 4p.100 au cours des trois prochaines années pour les conseils de recherche fédéraux, alors que les ministères subissaient des coupes sombres.

Les messages contradictoires sur la culture proviennent principalement du même programme économique et fiscal (voir p.12).

Les droits des femmes et des Premières nations

Nous savons tous que la politique manque parfois de logique. Le premier ministre aimerait, dans le cadre de ses fonctions, améliorer la condition féminine au Canada. À cause des contraintes de ses politiques économiques, il ne peut effectuer aucun changement majeur onéreux, par exemple la mise sur pied de garderies. Mais M. Mulroney et nombre de ses ministres, entre autres Mme Collins et M. Danis, ont essayé avec un certain succès de financer les programmes fédéraux utiles aux femmes et de promouvoir la place des femmes à des postes supérieurs au sein du gouvernement fédéral (voir p.16).

Les événements ont également forcé le premier ministre à changer de cap en ce qui concerne les Premières nations du Canada. À l'origine, son gouvernement semblait impatient de réduire les droits conventionnels ainsi que le financement accordé aux autochtones canadiens, particulièrement dans le domaine de l'enseignement postsecondaire. Mais les événements d'Oka et d'ailleurs les ont incités à changer d'avis

Conclusion

Les médias et le public canadiens accordent beaucoup d'attention à la personnalité du premier ministre et à la prétendue incapacité du gouvernement fédéral à mener à bien une politique cohérente. En fait, depuis 1984, la politique fédérale a évolué, mais elle est demeurée cohérente. Le pays devrait débattre de ses mérites plutôt que de prétendre qu'elle n'existe pas.

Le bilan du PC de cette année s'efforcera d'évaluer les répercussions de la stratégie conservatrice dans les domaines de politique fédérale touchant les intérêts du monde universitaire.

(Donald C. Savage est Directeur général de l'ACPU.)

TORY RECORD/LE BILAN DU PC

Constitution

No means No to Tories' executive federalism

Donald C. Savage

The voters of Canada dealt the Conservative government a crushing defeat on the constitutional front on Oct. 26. Through most of his second term the Prime Minister has attempted to create an accommodation between Quebec and the rest of Canada through constitutional reform. During the referendum campaigns the federal government came to a virtual standstill as Mr. Mulroney devoted his entire energies to the yes campaign.

The vote was a massive show of no confidence in the style of executive federalism that has characterized Canada for many years. This time there was a show of consultation but not, the voters sensed, its reality.

The government inaugurated the Spicer Commission, the five citizens' conferences, and the Beaudoin/Dobbie Committee as a prelude to the final negotiations. The first two, in particular, were swept into limbo as traditional executive federalism took over during the negotiations of the Charlottetown Accord. Indeed the propaganda went out that Spicer was a flake and the constitutional conferences were dominated by special interests and pointy-headed intellectuals out of touch with reality.

This had to be done, in the eyes of governments, because both came up with the wrong answers. It turned out that it was the political leadership in Ottawa and the provinces who were out of touch. There were many things wrong with the Spicer Commission and the constitutional conferences, but they seemed to suggest that the federal government wished to connect with the people on the major constitutional issues facing the country.

When it became clear that these exercises were just window-dressing, this accelerated the populist cynicism which dominates much of the discussion of politics in Canada. Furthermore it deeply offended some key individuals such as Judy Rebick of the National Action Committee on the Status of Women.

These constitutional conferences were of considerable importance for the potential resolution of some serious problems facing the Canadian higher education community. Obviously the issues were minor in the eyes of the federal government. But they are important nonetheless, and they are subsumed in the reasons why some Canadians opposed the constitutional package.

The financing of post-secondary education has been a shared responsibility of Ottawa and the provinces in a major way since the Second World War. However, it has had no explicit constitutional underpinning but has instead rested on the exercise of the federal spending power. The flexibility of the federal spending power allowed both for the massive increase in federal support of post-secondary education during the Trudeau years and the drastic cutting back of that power under Mr. Mulroney and Mr. Wilson. Both these increases and cuts occurred without a line in the Constitution being changed.

Joe Clark, Minister responsible for Constitutional Affairs/ministre responsable des affaires constitutionnelles

The Meech Lake and Charlottetown Accords would have explicitly recognized the right of the federal government to create programs in areas of exclusive provincial jurisdiction but neither addressed up front the fate of the key social programs such as post-secondary education and medicare. Many academics, in English Canada in particular, were very unhappy with this failure.

CAUT hoped, in vain as it turned out, that the provinces would seize the moment to insist that federal funding of key social programs such as post-secondary education, medicare, welfare and the like would be put on a solid constitutional basis, while recognizing special arrangements for Quebec. Furthermore, the express provisions both of Meech Lake and of the Charlottetown Accord meant that it would be much more difficult to secure a federal program in an area of key concern for women, namely child care.

It was not surprising that Ottawa was opposed to constitutionalizing these areas since the current ministry does not favour a strong federal government for a variety of reasons noted elsewhere. However, only two provinces, Saskatchewan and Ontario, seem to have made any real fight for this conception. When asked who spoke for Canada in these negotiations, one provincial civil servant told us — no one.

The constitutional position of the federal government is now in total disarray. Its friends are urging it to take a pragmatic view of things. Many of the goals of the government can be secured without constitutional change either by bilateral negotiations with particular provinces such as Quebec or through the use or curtailment of the federal spending power.

The federal government and the provinces could, for instance, regularize the question of fiscal transfers for post-secondary education and medicare without a constitutional amendment (see editorial).

The vote shows, however, that there are competing and perhaps irreconcilable visions of Canada across the country, in particular the two nation position of Quebec and the 10 equal provinces of the West. At the same time the demands of Quebec, the First Nations and of the West will not go away. It will not, therefore, be easy for any federal government, particularly this one, to operate from a business-as-usual agenda.

It seems likely that the air will only be cleared by the holding of a federal election. The timing of that election will depend greatly on what Mr. Mulroney decides to do about his own future. We should know the answer to that by Christmas.

(Donald C. Savage is Executive Director, CAUT.)

Constitution

Non, c'est non au fédéralisme directif des Conservateurs

Donald C. Savage

Le 26 octobre dernier, l'électorat a fait subir une cuisante défaite au gouvernement Conservateur dans le dossier constitutionnel. Pendant la quasi-totalité de son second mandat, le premier ministre a tenté de négocier un compromis entre le Québec et le reste du Canada par le biais de la réforme constitutionnelle. Au cours de la campagne référendaire, le gouvernement du Canada était presque immobilisé, M. Mulroney consacrant toute son énergie à la campagne du «Oui».

Le vote a été une expression massive de non-confiance dans le style de fédéralisme directif qui caractérise le Canada depuis de nombreuses années. Cette fois, le gouvernement a eu recours à la consultation, mais, aux yeux des électeurs, cette consultation n'était pas réelle. Le gouvernement a mis sur pied la Commission Spicer, cinq conférences des citoyens ainsi que la Commission Beaudoin-Dobbie en prélude aux négociations finales. Les deux premières initiatives, en particulier, sont tombées dans l'oubli, effacées par le fédéralisme directif traditionnel qui a pris place au cours des négociations de l'*Entente de Charlottetown*. En fait, on a qualifié la Commission Spicer d'échec et les conférences constitutionnelles ont été dominées par des intérêts particuliers et par des intellectuels bornés ayant perdu tout contact avec la réalité. Selon les gouvernements, il fallait en passer pas là parce que les deux initiatives ont donné les mauvaises réponses. Il s'est avéré que les chefs politiques d'Ottawa et des provinces étaient mal informés. La Commission Spicer et les conférences constitutionnelles étaient loin d'être parfaites, mais elles semblaient suggérer que le gouvernement fédéral désirait consulter les Canadiens sur les principales questions constitutionnelles que le pays doit résoudre. Lorsqu'il est devenu clair que ces exercices n'étaient qu'une façade, le cynisme de la population canadienne, qui domine la plupart des discussions sur la politique au Canada, n'a fait que s'exacerber. De plus, certains intervenants clés du Canada en ont été profondément offensés, notamment Judy Rebick, du Comité canadien d'action sur le statut de la femme.

Les débats constitutionnels revêtaient une grande importance pour la résolution possible de sérieux problèmes touchant le milieu de l'enseignement supérieur canadien. Bien sûr, ces questions n'ont pas pesé lourd dans la décision des Canadiens qui ont voté non, mais elles sont néanmoins importantes et elles font partie des raisons pour lesquelles certains Canadiens ont rejeté l'entente constitutionnelle.

Depuis la Seconde Guerre mondiale, le gouvernement fédéral partage le financement de l'enseignement post-secondaire avec les provinces. Cette question n'a toutefois pas été un élément explicite de l'entente constitutionnelle, puisqu'elle est demeurée dans le cadre de l'exercice du pouvoir fédéral de dépenser. La flexibilité de ce pouvoir a permis une augmentation massive de l'appui fédéral à l'enseignement postsecondaire pendant le règne Trudeau, et une réduction spectaculaire de ce pouvoir sous MM. Mulroney et Wilson. Mais ces augmentations et ces réductions ont été faites sans qu'une ligne de la Constitution n'ait été modifiée.

L'Accord du lac Meech et l'Entente de Charlottetown auraient reconnu de façon explicite le droit du gouvernement fédéral de créer des programmes dans des domaines de compétence provinciale exclusive, mais sans traiter directement de l'avenir des principaux programmes sociaux tels que l'enseignement postsecondaire et l'assurance-maladie. De nombreux universitaires, surtout anglophones, ont été très mécontents de ce manque.

L'ACPU espérait, en vain toutefois, que les provinces, profitant de l'occasion, insisteraient pour que le financement fédéral des principaux programmes sociaux tels que l'enseignement postsecondaire, l'assurance-maladie, le bien-être social et autres soit établi sur une base constitutionnelle solide, tout en reconnaissant des dispositions particulières pour le Québec. De plus, les dispositions expresses des deux accords signifiaient qu'il aurait été beaucoup plus difficile d'offrir un programme fédéral dans un domaine préoccupant pour les femmes, à savoir les garderies.

Il n'est pas étonnant qu'Ottawa se soit opposée à enchâsser ces domaines dans la Constitution puisque le ministre actuel ne voit pas d'un bon oeil l'idée d'un gouvernement fédéral fort, et ce, pour de nombreuses raisons expliquées ailleurs. Cependant, seules deux provinces, la Saskatchewan et l'Ontario, semblent s'être réellement battues en faveur de cette idée. Lorsqu'on lui a demandé qui avait défendu le Canada dans ces négociations, un fonctionnaire provincial a répondu : «Personne.»

Sur le plan constitutionnel, c'est le chaos le plus total pour le gouvernement fédéral. Ses amis l'incitent fortement à voir les choses de façon pragmatique. Le gouvernement peut atteindre la plupart de ses objectifs sans faire de changement constitutionnel, soit par des négociations bilatérales avec des provinces en particulier, par exemple le Québec, soit en utilisant ou en réduisant son pouvoir de dépenser. Le gouvernement fédéral et les provinces pourraient, par exemple, régulariser la question des transferts fiscaux pour l'enseignement postsecondaire et l'assurance-maladie sans amender la Constitution (voir l'éditorial).

Le vote montre cependant qu'il existe, dans tout le pays, des visions opposées, voire inconciliables, du Canada — en particulier la position du Québec, qui veut deux nations, et celle des provinces de l'Ouest, qui désirent dix provinces égales. Mais les exigences du Québec, celles des Premières nations et celles de l'Ouest ne sont pas près de disparaître. Il ne sera donc pas facile pour un gouvernement fédéral quel qu'il soit, et en particulier le gouvernement au pouvoir, de faire comme si de rien n'était.

Il semble probable que seule la tenue d'une élection fédérale pourra redresser la situation. Le moment de cette élection dépendra largement de ce que M. Mulroney décidera pour son avenir. D'ici Noël, nous devrions le savoir.

(Donald C. Savage est Directeur général, ACPU.)

Students

Sacrificing accessibility to efficiency

Tim Stutt

The year 1992 marks a milestone in the history of the Canada Student Loan Program (CSLP). For the first time since the program's birth in 1964, the federal government is making major changes to the CSLP. But will these changes improve access to post-secondary education?

Federal budget proposals

In presenting the federal government's 1992-93 budget last February, Finance Minister Don Mazankowski announced changes intended to improve CSLP efficiency and cut its default rate. Soon after, Ottawa began ongoing negotiations with Canadian financial institutions to develop a new CSLP rate structure.

Under this new structure, the six-month post-graduation interest subsidy will be eliminated. Beginning in the 1993-94 academic year, CSLP interest will be applicable from the date a student leaves school, but the first loan payment may be deferred until six months after leaving school. In effect, this will make federal student loans resemble regular bank loans.

Ottawa hopes that the subsidy elimination, along with better loan default management, will save $205 million over five years. It expects that this will allow for the elimination of the three-per cent "administrative fee" charged on loans negotiated since August 1991, as well as for an increase in the $105 per week loan limit, which was set in 1983.

In addition to the CSLP changes, the finance minister announced an increase in the Education Tax Credit from $60 to $80 per month for all full-time post-secondary students. Students with disabilities will be eligible to claim the $80 credit regardless of whether they study full-time or part-time.

Administrative reforms

Soon after the budget announcement, the Department of the Secretary of State started investigating the establishment of a "special operating agency" to administer various aspects of the CSLP that are conducted at present by its Student Assistance Branch. The goals of such an agency would be, in the words of Secretary of State Robert de Cotret, to "increase managerial flexibility and improve efficiency while providing high levels of service to the public."

If such an agency is created financial, contract and personnel authority would be delegated to agency managers for agreed-upon levels of performance and results. Many details remain to be considered, so a final decision about the creation of a CSLP special operating agency has yet to be taken.

Reactions to the proposals

While welcoming the tax credit increase for students announced in the federal budget, CAUT, the Association of Universities and Colleges of Canada (AUCC) and the Canadian Federation of Students (CFS) have condemned the CSLP changes as being inadequate to meet student financial needs.

"We had been promised a policy document setting out such a reform," said CAUT Past President Fred Wilson. "The time has come to do something concrete for lower income students who are facing more and more difficult financial problems."

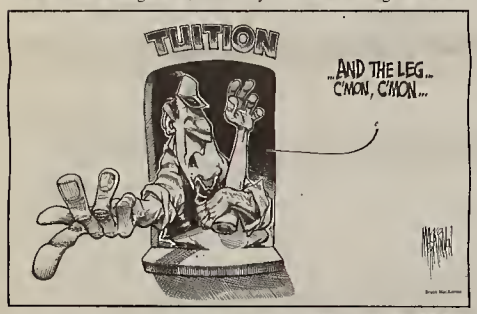
Professor Wilson deplored the six-month subsidy elimination as a move which will penalize low-income and middle-income students. He also welcomed the three per cent fee abolition, but noted that it is dependent on an agreement with financial institutions.

CFS Chairperson Kelly Lamrock questioned Ottawa's preoccupation with defaulting: "Doesn't the government know that more than 90 per cent of all student borrowers repay their Canada Student Loans? This doesn't look at all like the great reforms students were waiting for."

The AUCC noted that the anticipated $205 million saving from better default management and the termination of the interest-free period are described in the budget as part of Ottawa's general expenditure control plan. Such a description demonstrates the federal government's reluctance to reinvest the saving in student aid. When CAUT met with Mr. de Cotret last year, he said that he was trying to convince his cabinet colleagues to do this. It is obvious that he failed.

As for the CSLP special operating agency, Kelly Lamrock expressed surprise upon first hearing the proposal last April: "Even though the government has been talking about making changes to the Canada Student Loans Program for the last five years, the creation of such an agency was never mentioned. All this does is take us one step closer to privatization of student loans. That's unacceptable."

CAUT supported the students, saying the money that should go to students will be spent instead on bureaucratic restructuring. It also argued that if the agency is self-financing and working on a cost-recovery basis less money will be available to students.



The Chronicle-Herald The Mail-Star

International student problems

Enrolment statistics for international students studying in Canada also demonstrate an accessibility problem.

Overall, the international student population at Canadian universities was slightly higher through the 1980s — peaking at 36,100 in 1983-84 — than the 35,200 figure for 1990-91. This occurred as a result of a decrease of almost 10,000 undergraduate students in the 1980s, from a high of 26,400 in 1983-84 to a low of 16,700 in 1987-88. Since then the undergraduate population has grown to 20,300 in 1990-91.

International enrolment at the masters level remained constant at about 6,000 students during the 1980s, then grew to 8,942 in 1990-91. At the doctoral level the number of international students almost doubled from 3,000 in 1981-82 to 5,915 in 1990-91.

Why has there been such an erratic growth in the international student enrolment? Inconsistent policies that lack overall coordination that ultimately hit international students in their pocketbooks provide much of the explanation.

Over the past decade scholarships and other aid schemes for international students have been established at both the federal and provincial levels. Ottawa has liberalized restrictions on part-time, summer and co-op work for these students and their spouses.

Unfortunately, the federal government has also initiated a $75 visa fee for international students. Furthermore, except at Newfoundland's Memorial University, the University of Manitoba and the University of Saskatchewan, Canadian universities charge these students with higher tuition fees than those paid by Canadians.

For an undergraduate arts program, international student "differential fees" ranged in 1991-92 from a low of $1,400 at the University of Calgary to a high of almost $7,000 in Ontario and Quebec.

Aboriginal accessibility

Another group of students in Canada who face access problems due to student aid changes are aboriginal students.

From 1984-85 to 1990-91 aboriginal post-secondary student enrolment levels have risen from 8,617 to 21,609. Yet one must also remember that in 1988-89 40.4 per cent of all Canadians aged 18 to 24 years attended university and college on a full-time basis, in comparison with an Indian post-secondary enrolment of only 3.4 per cent.

From 1973 to 1987 all registered Indian and Inuit post-secondary students who applied for and were eligible for financial assistance received it under the Post-Secondary Education Assistance Program (PSEAP). The funding covered all expenses incurred for tuition and registration fees, books and supplies, special shelter allowances, counselling services, living allowances, transportation and graduate student incentives.

No strict monetary limit to the assistance available to the individual existed. However, a maximum of 96 months of study existed for which a student could receive funding for all post-secondary studies.

Practically all of this has changed since March 1989, when the Mulroney government announced a series of regulatory changes in the new Post-Secondary Student Assistance Program (PSSAP). CAUT and other organizations complained about its major feature — the de facto capping of benefits for aboriginal students.

Maximum levels of living expense assistance were established based on cost calculations (e.g. high rental versus other areas of Canada), rather than on student need. Overall funding available for student assistance is now provided "within the limits of funds voted by Parliament."

These changes have led to deferments — applications for assistance under PSSAP that have been deferred for a minimum of one year. Since total PSSAP funding did not keep pace with the increase in the number of prospective aboriginal students, approximately 1,142 such deferments occurred from 1989 to 1991.

As a result of these deferments considerable acrimony exists between the federal government and aboriginal groups over PSSAP's worth. Indeed, divisions have arisen to the point where Canada has seen hunger strikes over the issue. To calm the waters, Prime Minister Mulroney announced in April 1991 that PSSAP would receive an additional $320 million in funding during the five-year period from 1991-92 to 1995-96.

It remains to be seen whether this additional funding will prevent any further aid deferments for aboriginal students.

The CAUT solution

CAUT sees a continuing need for financial assistance for post-secondary students. Since 1984

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Robert de Cotret
Secretary of State/
Secrétaire d'État

Alan Andrews
President, CAUT/
président de l'ACPU

Claude Lajeunesse
President, AUCC/
président de l'AUCC

Kelly Lamrock
Chairperson, CFS/
président de la FCEE

Annual costs

Cost in 1991 for one year at a Canadian university:

- Tuition (Arts), $1,170 to $2,600
- Room and board, $3,111 to $4,888
- Books and supplies, $700
- Transportation, $600
- Miscellaneous (personal items, cleaning products, laundry) and entertainment, $1,000
- Utilities and telephone, $800

Total: $7,381 to $10,588

Sources: Statistics Canada, Canadian Federation of Students, Canadian Scholarship Trust, Students Union of Nova Scotia.

TORY RECORD/LE BILAN DU PC

Douglas Lewis, Solicitor General of Canada/Solliciteur général du Canada

John Bassett, Chairman, SIRC/président du CSARS

Ursula Menke, Inspector General, CSIS/Inspectrice générale SCSR

Raymond Protti, Director, CSIS/directeur du SCSR

Security

Fears allayed but concerns linger

Kerry Badgley

On the whole, since 1984 the Tory record with respect to security and intelligence, at least as far as universities are concerned, has been a positive one. Although there were fears that the Conservatives would reinforce a "conspiracy mentality" within the Canadian Security Intelligence Service (CSIS) after coming to power, such fears have proven to be unfounded.

Nevertheless, even with this generally good record, there remains a number of concerns CAUT feels must be addressed.

Although CAUT expressed some reservations regarding certain aspects of the legislation that created CSIS, particularly in regard to definitional language, it was nevertheless a significant improvement over what had previously been in place.

In addition, the government has acted upon some of the criticisms expressed about CSIS. For example, in response to concerns raised about the former counter-espionage section of CSIS, the government did away with that unit.

The government has also agreed to destroy a number of secret and questionable security files collected over the past few decades that reflected a Cold War mentality within Canadian security agencies. Recent press stories have documented how security forces amassed thousands of files on known and suspected homosexuals, to cite but one example.

As well, the recommendation that the Solicitor General, to whom CSIS reports, would have to personally authorize any intrusive investigations in cases dealing with subversion was also accepted.

In 1986 CSIS accepted a proposal to have representatives of the CAUT Academic Freedom and Tenure Committee address the Entry Training Program for new CSIS staff. Since then lectures and workshops have been conducted on a regular basis at the staff training college on the meaning of academic freedom and university autonomy, and on the difference between legal dissent and subversion.

There has also been a willingness on the part of CSIS officials to meet with CAUT representatives to discuss matters such as security screening of visiting academics from other countries and security surveillances on university campuses.

Other positive developments include the willingness of CSIS officials to discuss security policy at meetings of Canadian learned societies, and the financial support given by the Department of the Solicitor General and other departments to a conference organized by the Canadian Association of Security Intelligence Studies in 1989, which has assisted in promoting informed public discussion.

Some concerns, however, remain to be addressed. Although CSIS is subject to independent review, other government bodies engaging in security and intelligence (for example, the communications security establishment of the Department of National Defence) are not.

CAUT has long argued that review legislation should apply to all security agencies, as the present legislation allows a considerable loophole in providing other security forces the opportunity to conduct the work CSIS is prohibited from doing.

The Security Intelligence Review Committee (SIRC), the body responsible for overseeing CSIS activities, has functioned well. The committee has often gone on record as being highly critical of some of the actions of CSIS, and it has thoroughly investigated complaints lodged against the service.

However, it should be noted that this has been due largely to the composition of the committee and the diligence and dedication they have exhibited in carrying out their duties. Consequently, the effectiveness of the committee, as its composition changes over time, will have to be monitored closely.

Even so, a recent Supreme Court of Canada decision with regard to the powers of the SIRC has had a disquieting effect. In February of this year the court ruled the SIRC cannot force government departments to grant a security clearance to an individual even if SIRC has determined — contrary to the opinion of CSIS — that the person in question is not a security risk.

The role of the SIRC as a watchdog over the activities of CSIS has been significantly weakened by this decision, and so far it appears that the Tories are not prepared to do very much about it.

CSIS was subjected to a five-year review in 1989, and CAUT recommended a number of changes to the CSIS Act. In its submission to the review committee CAUT reiterated its concern about the language of the act, especially the use of imprecise terms such as "threats to the security of Canada," which effectively gives CSIS sweeping investigative powers.

However, as was pointed out in the 1990-91 annual report of the SIRC, the government's main response to the more than 110 recommendations made in the course of the review was to indicate that there would be no changes to CSIS legislation and only modest changes as to how CSIS functioned.

Recently, CSIS officials, prompted by CAUT, have indicated an intention to conduct an in-house review of the Pearson/Laskin Accord of 1963, which set out guidelines regarding security and security clearance investigations conducted on university campuses. CSIS has requested input from the CAUT in this matter, and CAUT has agreed to do so.

There are two main motivations on the part of CAUT for supporting a revised accord. First, since the original agreement was formalized numerous developments have taken place with respect to security and intelligence (the end of the Cold War, more sophisticated electronic surveillance technology, the creation of CSIS, to name but a few). It is felt that a new agreement with the Government of Canada is required to take into account these developments.

More importantly, as was revealed in the McDonald Royal Commission on the RCMP and in subsequent press accounts, on numerous occasions during the 1960s and 1970s the Pearson/Laskin Accord was either circumvented or violated outright, particularly by the device of using interviews of referees of students applying for jobs as a cover for soliciting faculty informers.

More recently, in 1989 the Solicitor General revealed that he had authorized the use of human sources (the term now used in place of informers) on certain university campuses. CAUT has received a highly censored copy of this report as well as the ministerial directive in regard to the Pearson/Laskin agreement. CAUT hopes that its input into a new agreement may reduce the possibility of future confrontations with CSIS.

To this end, CAUT is currently in the process of drafting a new proposal with which to commence negotiations with the Solicitor General. This proposed accord represents an attempt to address the developments in security and intelligence since 1963, as well as an attempt to close up some of the loopholes that have become evident in the original accord. How the government responds to this revised agreement will be the real test of the Tory record on security.

(Kerry Badgley is a graduate student in the Department of History at Carleton University.)

Editorial

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perspectives d'enseignement postsecondaire offertes dans les provinces plus pauvres soient limitées, en contingentant les inscriptions et en établissant des échelles de frais prohibitifs. Ainsi, il coûtera plus cher de s'éduquer au Canada — à condition de pouvoir se faire admettre.

La situation n'a donc rien perdu de sa gravité. En fait, elle est désormais plus urgente même qu'il y a un an, car le refus de M. Joe Clark de discuter du FPE fait que le gouvernement fédéral a gagné du temps dont il se servira pour réduire le système encore plus. Ceux qui avaient entamé des négociations pour tenter d'obtenir des redressements salariaux de leurs employeurs, alors que ces derniers ont délibérément diminué les échelles salariales, sauront combien il sera difficile de ramener l'enseignement postsecondaire canadien au niveau qu'il avait atteint au moment de l'accession de M. Mulroney au poste de premier ministre, sans parler de l'améliorer.

Tous les beaux discours sur l'initiative menant à la prospérité, sur l'importance de l'éducation, sur le Canada lui-même, ne paveront pas la note en fin de compte. Le gouvernement fédéral a trouvé de l'argent pour des projets qu'il jugeait importants. Plusieurs provinces semblent avoir trouvé là assez de compensation pour justifier la diminution continue des transferts de paiements au titre du FPE. Traiter avec chaque province individuellement sur quelque poste d'intérêt local particulier s'est révélé une politique efficace pour diviser leur front commun en matière de FPE.

L'un des résultats découlant des référendums c'est que de nombreux Canadiens estiment que les politiciens devraient se pencher sur l'état de l'économie. Les pressions exercées par l'ACPU au cours des discussions constitutionnelles se sont portées exactement dans cette voie. Les investissements consentis au titre de l'enseignement et de la recherche ont un rendement bien plus intéressant que toute autre affectation de fonds que le pays pourrait faire. L'engagement des premiers ministres de s'occuper de la crise du FPE doit se manifester concrètement et vite. M. Mulroney a dit qu'il a l'intention de réunir ses pairs provinciaux bientôt pour discuter de l'économie. Le FPE devrait être inscrit parmi les premières questions à l'ordre du jour. Les ministres provinciaux chargés de l'enseignement postsecondaire devraient veiller à ce que leurs chefs n'y manquent pas.

La sécurité : 1984 — 1992

La performance des Conservateurs en matière de sécurité et de renseignement a été positive. L'ACPU s'inquiète encore des définitions de la loi sur le Service canadien du renseignement de sécurité (SCRS), et du flou de quelques tournures de langage, mais il y a amélioration par rapport au passé. Le gouvernement a accepté plusieurs des correctifs proposés par l'ACPU.

Les enquêtes de sécurité sur les universitaires étrangers et la surveillance sur les campus ont été discutés entre le SCRS et l'ACPU. En 1989, le SCRS a aussi participé à une conférence sur l'étude de la sécurité et du renseignement.

Les services de sécurité qui ne font pas l'objet de revue indépendante préoccuppent toujours.

Le comité de surveillance des activités de renseignement de sécurité marche bien; les changements de personnel risquent d'affecter son efficacité.

Un jugement de la Cour suprême inquiète et une proposition à soumettre au solliciteur général est en préparation. Les réactions aux diverses interventions de l'ACPU indiqueront l'orientation du PC en matière de sécurité.

(Résumé rédigé par Monique Landa, traductrice, ACPU.)

TORY RECORD/LE BILAN DU PC

R&D

Some good initiatives but no coherent policy

Tim Stuft

The Mulroney years have seen the birth of a series of useful, though limited programs to assist research and development in Canada. But no significant increase in the overall financial support for R&D has occurred, nor has a clear national R&D policy emerged.

At the same time several individual commentators have argued that in order for Canada to compete in the international marketplace it must increase dramatically its financial commitment to R&D. For example, former Science Council head Janet Halliwell argued in 1991 that Canada is being left behind in new technologies such as advanced materials, biotechnology and information systems. Three years earlier Arthur May, former president of the federal government's Natural Sciences and Engineering Research Council (NSERC), warned of Canada becoming a Third World country in R&D.

Governmental and parliamentary groups have also expressed the same viewpoint. The 1988 Lortie Report of the Prime Minister's own National Advisory Board on Science and Technology recommended that funding for the federal granting councils be doubled and then indexed at 1.5 times the annual increase in the Gross National Product. So too did the all-party House of Commons Standing Committee on Industry, Science and Technology in its 1990 *Canada Must Compete* report.

The Conservatives have been prisoners of their overinflated rhetoric. If they had said that, because of their economic and fiscal strategies they would fund a limited number of useful research programs but would not alter R&D funding, they would likely have found more support for what they have done.

The rhetoric began in a March 1984 speech at the University of Toronto, in which Brian Mulroney promised that during its first term in power a Conservative government would double the collective Canadian contribution to R&D.

It continued in CAUT's 1984 election campaign questionnaire where the Conservatives stated that "our research and development commitment is fundamental to our overall program for economic and social development. We are committed to doubling Canada's R&D to 2.5 per cent of the Gross National Product..." They also promised to provide real (above inflation) increases for the funding of the three federal granting councils — the NSERC, the Medical Research Council (MRC), and the Social Sciences and Humanities Research Council (SSHRC).

Subsequent initiatives

What have the Conservatives done? From 1984 to 1992 the Mulroney government has launched several noteworthy R&D initiatives. They include:

—the 1986 adoption of a five-year "matching funds" policy, under which the federal government matches annual private-sector contribution targets in order to fund the granting councils;

—the subsequent inclusion of the "matching funds" in the councils' base budgets as of 1991-92, as CAUT advocated;

—the approval of annual four per cent increases in base funding for each of the three granting councils over a four-year period beginning in 1992-93;

—the spending of $245 million to help establish 15 networks of Centres of Excellence involving 35 universities, 37 corporations and more than 500 researchers across Canada;

—the establishment of more patent protection for pharmaceutical research;

—the provision of support along with Canadian universities to establish a number of Regional Applications Centres to conduct research on advanced communications technologies, develop these technologies and aid their transfer for commercial applications;

—the 1988 creation of the Canada Scholarship Program, which provides annually $2,000 scholarships to a minimum of 2,500 students in mathematics, science, engineering and college technology programs;

—the founding of the National Advisory Board on Science and Technology (NABST), which is composed of researchers, industrialists and labour leaders who advise the prime minister on science and technology questions;

—the 1991 commitment of $50 million in new funding to Canadian universities over six years to create a funding program for research and training in environmental studies; and

—the contribution of $11.5 million from 1991-92 to 1995-96 to match private sector and provincial government contributions to the Canadian Institute for Advanced Research.

Funding results

Unfortunately these initiatives have had little effect on Canada's overall R&D standing. Prime Minister Mulroney's promise to double the collective commitment to R&D by the end of his first term in office has had little impact on Canada's Gross Expenditures on Research and Development (GERD).

In 1991 the GERD as a percentage of the national Gross Domestic Product was 1.43 per cent — a decrease from the 1.44 per cent GERD figure for Canada in 1985, the first year of the Mulroney government. According to the Organization of Economic Co-operation and Development, this figure lags far behind the most recent GERDs of our main economic competitors — the United States (2.82 per cent, 1991), Germany (2.81 per cent, 1990) and Japan (3.07 per cent, 1990). It is also lower than the GERDS for Austria (1.50 per cent, 1991), Finland (1.88 per cent, 1990) and Norway (1.87 per cent, 1991).

The Conservative promise to provide real (above inflation) increases in federal funding for the three granting councils has also yet to be achieved. From 1984 to 1990 the councils have treaded water in constant dollar terms. Hopefully this will change as a result of the four per cent increase in base funding promised by Ottawa for the granting councils over the next four years.

CAUT has calculated that in constant 1985 dollars NSERC's operating budget remained stagnant at about $300 million from 1985-86 to 1991-92. The 1985 constant dollar figures for MRC and SSHRC during the same time period are about $160 million and $65 million respectively.

Finally, one should note that federal funding for university R&D cannot be isolated from the effects of cuts in federal funding transfers to the provinces for post-secondary education under the Established Programs Financing (EPF). Less federal cash for the university infrastructure inevitably means less research capacity.

SSHRC-Canada Council merger

One federal government action that demonstrates the lack of a coherent policy approach to R&D is the amalgamation of the SSHRC into the Canada Council.

In announcing the amalgamation in his government's February 1992 budget, Finance Minister Don Mazankowski stated that it will "further strengthen support for artistic and scholarly work by Canadians." By the fall of 1992 Ottawa had established an interdepartmental committee to make recommendations on conducting the merger. The government was also preparing to present legislation in the House of Commons to conduct the merger.

Others however did not share the government's rosy view of this matter. Social Science Federation of Canada President Robert Stebbins noted that the SSHRC merger decision was made without any consultation

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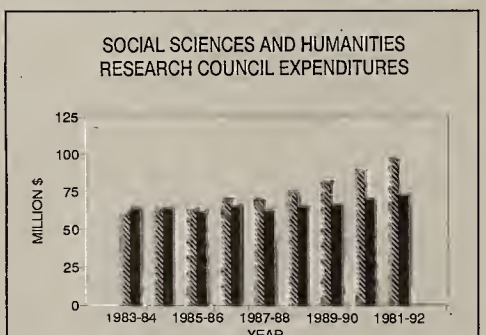

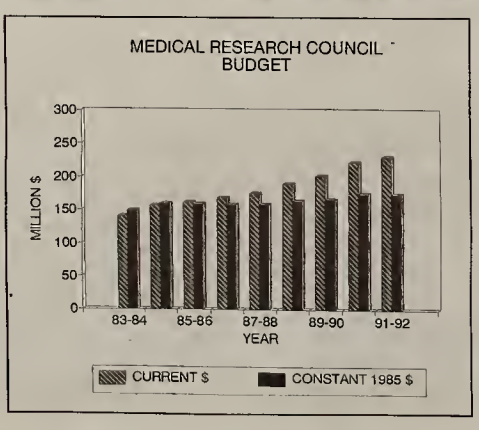

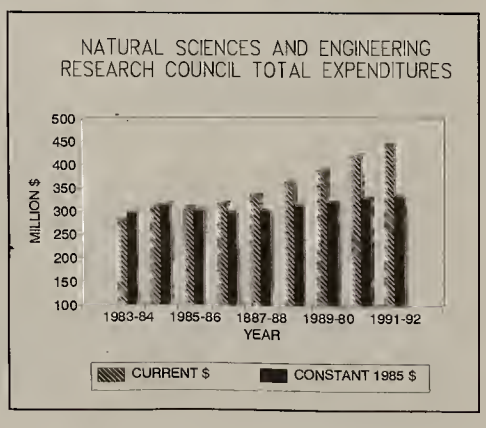

TORY RECORD/LE BILAN DU PC

R&D

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with the academic community.

"In view of the extraordinary circumstances, the SSFC has requested that the House of Commons Standing Committee on Industry, Science and Technology examine very closely the merging of the SSHRC with the Canada Council," President Stebbins said. This request, which was supported by CAUT, was not pursued by the committee due to the federal government's objections.

Science Council closure

Another federal government move that arose from the same budget and which demonstrates a lack of coherency in R&D policy is the closure of the Science Council of Canada.

When he announced the shutdown, Mr. Mazankowski stated that science resources must be "rationalized to provide as much to researchers as possible and to minimize spending on overhead." He added that other advisory bodies, such as the National Advisory Board on Science and Technology (NABST), could fulfil the Science Council's advisory role to the federal government.

Nobel laureate and NABST member John Polanyi said he was very sad and surprised to hear about the closing of the Science Council. "I would have thought that in this age that the government is very much in need of arm's length advice on science policy," said the University of Toronto chemist in a February 26, 1992 *Globe and Mail* article.

Space university funding

A third federal government initiative that underlines the lack of a coherent R&D policy is the support that has been given to two Canadian bids to house a permanent International Space University (ISU) campus.

In 1992 the Prime Minister wrote to the ISU board of directors in the United States to boost the two bids from Ontario and Quebec. He promised "direct financial support to ISU students and staff, up to a total level of $500,000 per year" through the funding of student scholarships and chairs in space science. "In addition," Mulroney stated, "the ISU will be offered access to Canadian Space Agency research facilities." Such federal funding, along with provincial funding for capital and operating costs, is intended to create an international institution that offers graduate-level instruction in all areas of space studies.

CAUT has asked the ISU numerous questions about the way it operates. Not all of these have been answered, on the grounds that there is "no existing paradigm of reference — one must understand the goals and the motives with which the ISU was founded, and then consider that the chosen strategy of implementation follows by necessity."

In the case of the Ontario bid, that implementation strategy raises even more questions for CAUT and its provincial counterpart, OCUFA.

For example, ISU proposes to charge annual tuition fees of $25,000 — many times more than even the highest tuition fees that are currently being paid by full-time Canadian students. CAUT and OCUFA have had to press the Ontario government to acknowledge that if the permanent ISU campus is established at York University it will be subject to Ontario's regulatory framework for universities. These and other questions have led to the withdrawal of support for the ISU bid by the Ontario Federation of Labour. On the York campus itself, an ad hoc group of faculty members, students and staff is working to oppose the bid.

IRAP funding cuts

One other action taken by the federal government in 1992 demonstrates the policy vacuum that exists in terms of R&D. At that time, Ottawa rejected a recommendation made by an all-party committee of MPs that the successful but troubled Industrial Research Assistance Program (IRAP) receive more funding.

In its response to a report released in December 1991 by the House of Commons Committee on Industry, Science and Technology, the federal government ignored the proposal that IRAP's funding be increased to $110 million from the 1991-92 total of $82 million. It also stated that doubling funding for the National Research Council-run program by 1997-98 cannot be "supported by analysis."

In a May 11, 1992 *Ottawa Citizen* report an infuriated David Berger, Liberal science spokesperson, said, "I don't know who they think they're fooling." New Democrat science critic Howard McCurdy added that he was disappointed that the government ignored committee concerns "on just about every count."

The Science and Technology Committee held emergency hearings into the slashing of IRAP funding (28 per cent from 1984 to 1991), the firing of the program director, and the decentralization of the IRAP structure.

Conclusion

To date the federal government has taken several worthy initiatives in the field of R&D. Yet as important as these initiatives are, they have not yet succeeded in achieving the policy goal set by Brian Mulroney on the eve of his becoming prime minister in 1984. This goal is the development of a coordinated approaeh to government-sponsored R&D that would lead to a doubling of Canada's GERD to 2.5 per cent. The results have been, in Janet Halliwell's words, that Canada has a "loose set of programs" but no coherent national R&D policy.

The need for such a policy is critical, as demonstrated in the March 14, 1991 House of Commons debate on Canada's spending commitment to R&D. At that time Liberal MP David Berger made the following statement:

"Canada's major competitors routinely spend twice as much as Canada does on their R&D investments. Are they all stupid? Are they throwing billions of dollars away for nothing? The new products, all the technological improvements that we see every day have to come from somewhere, and that is from research and development."

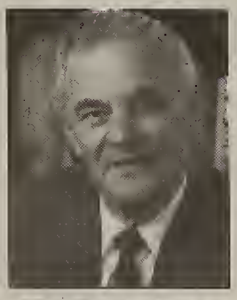
During the same debate New Democrat MP Howard McCurdy added the following comments:

"We ought to take note of the fact that virtually anyone who has commented on research and development in this country, including the house committee on industry, science and technology, has identified 2.5 per cent of GDP as an appropriate target for national expenditures and research and development.

It is important to understand that what we are talking about is a fundamental requirement for Canadian economic development, for our capacity to produce wealth, for our capacity to produce jobs. A certain kind of job. A job with high wages, high salaries. The kind of wealth that will enable us to sustain our social programs. I say that because the honourable Minister for Science is so facile in blaming this government's failure on the deficit."

Admittedly, increasing federal funding for R&D will not be easy in these times of fiscal restraint. Yet if the federal government views R&D as a "key element" of economic competitiveness it must also be prepared to fund it as an investment that will provide a significant return of wealth.

(Tim Stutt is Government Relations Officer at CAUT.)



William Winegard, Minister for Science/ministre des Sciences

Henry G. Friesen, President, MRC/président du CRMC

Pierre Perron, President, NRC/président du CRN

Chrétien responds on council merger

Mr. Alan Andrews
President, CAUT

Dear Mr. Andrews:

Thank you for your letter concerning the merger of the Social Science and Humanities Research Council of Canada (SSHRC) and the Canada Council.

As you are aware, Liberals have criticized the merger decision both because it ignored the unique mandate of the SSHRC and placed a higher priority on administrative efficiency than on program quality. The Liberal critic for the Secretary of State, Ron Duhamel, MP, has also taken issue with the failure of the government to consult with the social sciences and humanities community. He spearheaded a petition campaign to get the decision deferred, and has written directly to the Secretary of State to that effect. The fact that the legislation enacting the merger has not yet passed the House of Commons indicates that Mr. Duhamel's efforts have had some success.

The legislation may not be approved before the coming election. In that case, I can assure you that a Liberal government would not reintroduce any such legislation. If the merger is finalized, a Liberal government would review it, and consult widely with the social sciences and humanities research community before making any decision.

As Leader of the Opposition, I appreciate hearing the views of the Canadian Association of University Teachers on this important matter.

Sincerely,
Jean Chrétien
Leader of the Opposition

Students

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the CSLP has helped more than 1.5 million Canadians finance their studies, while guaranteeing more than $4 billion in loans. The annual amount of guaranteed loans to students has increased by over $100 million from 1984 to 1991.

Such an increase should not be surprising, given that in 1991 the total cost for one year at a Canadian university ranged from $7,381 to $10,588. *(see box pg. 6)*

Yet as noted above the federal government's CSLP reform proposals threaten to reduce accessibility to post-secondary education. Furthermore, they do not address the question of accumulated debt load, which discourages prospective students who are academically qualified but who do not have cash in hand.

The most recent federal statistics show that in 1989-90 28.7 per cent of final year students with Canada Student Loans had debt loads of over $5,000, 13.9 per cent over $10,000 and 7.0 per cent over $15,000.

Among other accessibility problems that Ottawa has not yet addressed is the non-recognition of the financial situations of female and mature students — particularly those who are single parents — who represent a growing proportion of the total undergraduate population in Canada. Another problem is that less than one per cent of Canada's 300,000 part-time students meet their financial needs through the part-time CSLP.

In order to propose solutions to these problems, CAUT adopted in 1986 a Policy on Student Fees and Student Aid. The policy is based on the principle that "every student with the necessary talent and interest must be guaranteed access to a quality post-secondary education" and that post-secondary education should be funded through the general tax system.

As for those financial aid problems faced by international and aboriginal students, CAUT is working with other interested groups to end differential fees and the visa fee for international students. It also wants to put an end to deferments in financial assistance for aboriginal students by encouraging the federal government to stop capping PSSAP funding.

(Tim Stutt is Government Relations Officer at CAUT.)

TORY RECORD/LE BILAN DU PC

La R-D

R-D : Quelques bonnes idées, mais pas de politique cohérente

Tim Stutt

On a assisté au Canada à la création d'une série de programmes utiles mais limités en vue d'aider la recherche et le développement au cours des années du mandat du gouvernement Mulroney. Toutefois, il n'y a pas eu d'augmentation significative dans le soutien financier global accordé à la R-D, et aucune politique nationale claire en matière de R-D n'est apparue.

Plusieurs commentateurs individuels se sont fait entendre, qui affirmaient que le Canada devrait accroître de beaucoup ses engagements financiers au titre de la R-D si le pays voulait pouvoir rester dans la course sur les marchés internationaux. Par exemple, l'ancienne directrice du Conseil des sciences du Canada, Mme Janet Halliwell, a affirmé en 1991 que le Canada tire de l'arrière quant aux nouvelles technologies comme les matériaux nouveaux, la biotechnologie et les systèmes de recherche documentaire. Trois ans plus tôt, Arthur May, ancien président du Conseil de recherches en sciences naturelles et en génie (CRSNG) a servi une mise en garde au Canada, disant que nous tombions au rang des pays du Tiers monde en matière de R-D.

Des groupes gouvernementaux et parlementaires ont également exprimé le même point de vue. Dans le Rapport Lortie de 1988, le Conseil consultatif national des sciences et de la technologie (CCNST) a recommandé au premier ministre de doubler le financement des conseils subventionnaires fédéraux, puis de les indexer à raison d'une fois et demi le taux d'augmentation annuelle du Produit national brut (PNB). Un comité permanent représentant tous les partis politiques de la Chambre des communes, chargé de l'industrie, des sciences et de la technologie, a opiné dans le même sens dans son rapport de 1990 intitulé *Le Canada doit être compétitif.*

Les Conservateurs sont restés prisonniers de leurs discours hypertrophiés. S'ils avaient déclaré que, en raison de leurs stratégies économiques et fiscales, ils financeraient un nombre limité de programmes de recherche utiles, mais sans modifier le financement de la R-D, ils auraient sans doute trouvé plus d'appuis pour ce qu'ils ont finalement réalisé.

L'enflure des discours s'est fait entendre dès une allocution prononcée en mars 1984 à l'université de Toronto, au cours de laquelle M. Brian Mulroney avait promis que, pendant son premier mandat, un gouvernement conservateur doublerait la contribution canadienne collective au titre de la R-D.

Le mouvement s'est continué dans les réponses au questionnaire de l'ACPU en vue de la campagne électorale de 1984, où les Conservateurs ont déclaré que «nos engagements en matière de recherche et de développement sont fondamentales dans notre programme global de développement économique et social. Nous nous engageons à doubler la mise du Canada au titre de la R-D pour la porter à 2,5 p. 100 du PNB[...].» Ils promettaient également d'augmenter en termes réels (au-dessus du taux de l'inflation) le financement des trois organismes sub-ventionnaires fédéraux — le Conseil de recherches en sciences naturelles et en génie (CRNSG), le Conseil de recherches médicales du Canada (CRMC) et le Conseil de recherches en sciences humaines (CRSHC).

Initiatives subséquentes

Quelles ont été les mesures prises par les Conservateurs? De 1984 à 1992, le gouvernement Mulroney a lancé plusieurs initiatives remarquables au titre de la R-D. Elles comprennent :

— L'adoption en 1986 d'une politique quinquennale de «subventions de contrepartie», en vertu de laquelle le gouvernement fédéral verse la contrepartie des fonds que le secteur privé contribue chaque année pour financer les conseils subventionnaires;

— L'inclusion des «subventions de contrepartie» dans les budgets de base des conseils à partir de 1991-1992, comme l'ACPU le préconisait;

— L'approbation d'augmentations de 4 p. 100 par an des fonds de base accordés à chacun des trois conseils subventionnaires au cours de la période de quatre ans commençant avec celle de 1992-1993;

— L'affectation de 245 millions de $ pour aider au lancement de quinze réseaux de Centres d'excellence englobant trente-cinq universités, trente-sept entreprises et plus de cinq cents chercheurs partout au Canada;

— L'élargissement de la protection des brevets de recherche pharmaceutique;

— Le soutien, de concert avec les universités canadiennes, en vue d'établir un certain nombre de centres d'application régionaux pour conduire la recherche sur des technologies avancées en communication, développer ces technologies et aider à les transformer en applications commerciales;

— La création en 1988 du Programme Bourses Canada, qui offre chaque année des bourses de 2 000 de $ à un minimum de deux mille cinq cents étudiants inscrits en mathématiques, sciences, génie et dans des collèges de technologie;

La fondation du Conseil consultatif national des sciences et de la technologie (CCNST), composé de chercheurs, d'industriels et de chefs syndicaux pour conseiller le premier ministre sur les questions relatives aux sciences et à la technologie;

— L'engagement, en 1991, de verser 50 millions de $ de nouveaux fonds destinés aux universités canadiennes, échelonnés sur six années, pour créer un programme de financement de la recherche et de formation en études de l'environnement; et

— La contribution de 11,5 millions de $, entre 1991-1992 et 1995-1996, pour doubler les contributions du secteur privé et des gouvernements provinciaux à l'Institut canadien des recherches avancées (ICRA).

Résultats

Malheureusement, ces initiatives ont eu peu d'effets sur la situation générale de la R-D au Canada. La promesse du premier ministre Mulroney de doubler l'engagement collectif au titre de la R-D avant la fin de son premier mandat a eu peu d'effets sur le programme appelé Dépense intérieure brute au titre de la R-D (DIRD).

En 1991, la DIRD représentait 1,43 p. 100 du Produit national intérieur brut (PIB) au Canada — en baisse par rapport au chiffre de 1,44 p. 100 des chiffres de la DIRD en 1985, première année du gouvernement Mulroney. Selon l'Organisation de coopération et de développement économique, ce chiffre est de loin inférieur aux plus récentes DIRD de nos principaux concurrents économiques — États-Unis : 2,82 p. 100 en 1991, Allemagne : 2,81 p. 100, en 1990, et Japon : 3,07 p. 100 en 1990. Il est également inférieur à la DIRD de l'Autriche : 1,50 p. 100 en 1991, de la Finlande : 1,88 p. 100 en 1990 et de la Norvège : 1,87 p. 100 en 1991.

La promesse faite par les Conservateurs d'accorder des augmentations réelles (supérieures au taux de l'inflation) au financement fédéral des trois conseils subventionnaires reste également à tenir. De 1984 à 1990, on a fait du sur-place en termes de dollars constants. Il faut espérer que cette situation va changer à la suite de l'augmentation de 4 p. cent du financement de base promis par Ottawa aux conseils subventionnaires au cours des quatre prochaines années.

L'ACPU a calculé qu'en dollars constants de 1985, le budget de fonctionnement du CRSNG a stagné aux environs de 300 millions de $ de 1985-1986 à 1991-1992. Les chiffres en dollars constants de 1985 pour le CRMC et le CRSHC, au cours de la même période, sont d'environ 160 millions de $ et 65 millions de $ respectivement.

Enfin, il faut noter que le financement fédéral au titre de la R-D universitaire ne peut être isolé des effets des coupures dans le financement fédéral par transferts de fonds aux provinces au titre de l'enseignement postsecondaire, dans le cadre du Financement des programmes établis (FPE). S'il y a moins de fonds fédéraux destinés aux infrastructures universitaires, il y a inévitablement moins de capacité de recherche.

Fusion du CRSHC et du Conseil des arts du Canada

Une mesure du gouvernement fédéral qui démontre le manque de cohérence dans les politiques relatives à la R-D est la fusion du CRSHC avec le Conseil des arts du Canada.

Lorsqu'il a annoncé la fusion dans le budget de février de son gouvernement, le ministre des Finances Don Mazankowski a déclaré que cette mesure «allait renforcer davantage le soutien des travaux artistiques et de recherche des Canadiens.» Dès l'automne 1992, Ottawa avait établi un comité interministériel pour faire des recommandation sur la conduite de la fusion. Le gouvernement avait également en train la préparation à la Chambre des communes de mesures législatives sur cette question.

D'aucuns ne partageaient toutefois pas la vision positive du gouvernement en la matière. Le président de la Fédération canadienne des sciences sociales, M. Robert Stebbins, a noté que la décision à propos de la fusion avait été prise sans consulter la communauté universitaire.

«Compte tenu de ces circonstances extraordinaires, la FCSS a demandé que le comité permanent de l'industrie, des sciences et de la technologie de la Chambre des communes étudie de très près la fusion du CRSHC avec le Conseil des arts du Canada», selon M. Stebbins. Le comité n'a donné aucune

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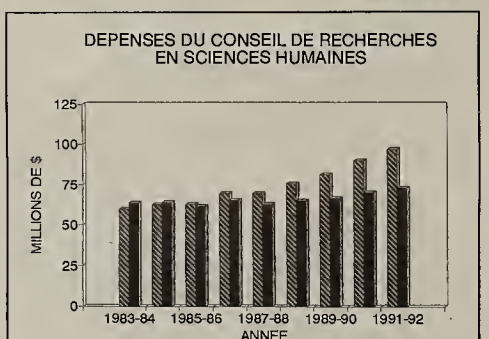

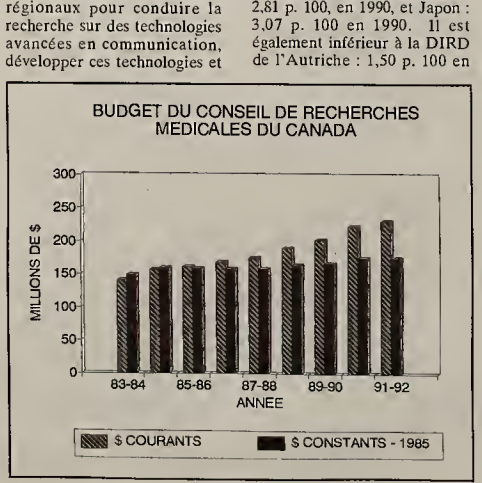

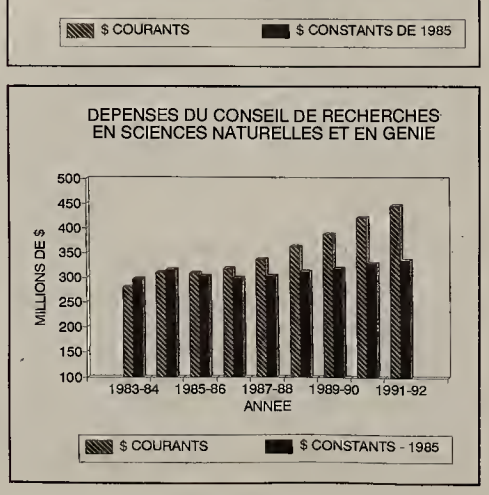

TORY RECORD/LE BILAN DU PC

La R-D

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suite à cette requête, appuyée par l'ACPU, en raison des objections du gouvernement fédéral.

Cessation des activités du Conseil des sciences du Canada

Une autre décision du gouvernement fédéral qui découlait du même budget et qui démontre l'absence de cohérence dans la politique en matière de R-D est celle de la cessation des activités du Conseil des sciences du Canada.

En annonçant cette décision, M. Mazankowski a déclaré que les ressources destinées aux sciences doivent être «rationalisées pour donner aux chercheurs autant de fonds que possible et pour réduire les dépenses au titre des frais généraux.» Il ajoutait que d'autres conseils consultatifs, comme le Conseil consultatif national des sciences et de la technologie (CCNST) pourraient remplir ce rôle de conseil auprès du gouvernement fédéral.

John Polanyi, Prix Nobel et membre du CCNST, a dit être très attristé et surpris d'entendre la nouvelle de la cessation des activités du Conseil des sciences. «J'aurais pensé qu'à l'époque que nous vivons le gouvernement a grandement besoin de conseils indépendants sur des politiques en matière de sciences» a déclaré le chimiste, attaché à l'université de Toronto, dans un article publié par le *Globe and Mail* le 26 février 1992.

Financement des recherches universitaires sur l'espace

Une troisième initiative du gouvernement fédéral qui souligne l'absence de politique cohérente en matière de R-D est le soutien donné à deux offres canadiennes d'accueillir à titre permanent le campus de l'université internationale de l'espace (UIE).

En 1992, le premier ministre a écrit au conseil de direction de l'UIE, aux États-Unis, pour appuyer les deux offres, de l'Ontario et du Québec respectivement. Il a promis «un soutien financier direct des étudiants et du personnel de l'UIE, jusqu'à concurrence de 500 000 de $ par année» au moyen du financement de bourses d'études et de chaires dans les sciences de l'espace. «En outre, déclarait M. Mulroney, l'UIE pourra avoir accès aux installations de recherche de l'Agence spatiale canadienne.» Ce financement fédéral, ainsi que le financement provincial au titre des coûts en capital et des dépenses d'exploitation, vise à créer un établissement international qui offrirait un enseignement de niveau avancé dans tous les domaines d'étude de l'espace.

L'ACPU a posé de nombreuses questions à l'UIE quant à son fonctionnement. Toutes n'ont pas obtenu de réponse, pour le motif qu'il «n'existe pas de modèle de référence — on doit comprendre les objectifs et les motifs qui ont présidé à la fondation de l'UIE puis considérer que la stratégie de mise en oeuvre choisie suivra nécessairement.»

Dans le cas de l'offre de l'Ontario, la stratégie de mise en oeuvre soulève encore plus de questions pour l'ACPU et sa consoeur provinciale l'Union des associations de professeurs des universités de l'Ontario (UAPUO).

Par exemple, l'UIE propose d'imputer des frais de scolarité annuels de 25 000 de $, chiffre bien supérieur aux frais les plus élevés que payent les étudiants canadiens à plein temps. L'ACPU et l'UAPUO ont dû pousser le gouvernement de l'Ontario à reconnaître que si un campus permanent est établi par l'UIE à l'université York il sera assujetti aux règlements ontariens régissant les universités. Ces questions et plusieurs autres ont abouti au retrait de l'offre de soutien de l'UIE par la Fédération du travail de l'Ontario. Sur le campus de l'université York elle-même, un groupe spécial de professeurs, d'étudiants et de membres du personnel travaille à s'opposer à l'offre.

Coupures dans le financement du PARI

Une autre mesure prise par le gouvernement fédéral en 1992 démontre le vide politique qui existe en ce qui a trait à la R-D. Ottawa a rejeté une recommandation d'un comité de députés représentant tous les partis politiques en vue d'accroître le financement du Programme d'aide à la recherche industrielle (PARI) qui donne d'excellents résultats mais se trouve en difficulté.

Dans sa réponse à un rapport publié en décembre 1991 par le comité de l'industrie, des sciences et de la technologie de la Chambre des communes, le gouvernement fédéral a ignoré la proposition de porter le financement du PARI à 110 millions de $ du chiffre total de 82 millions de $ prévu pour 1991-1992. Il a également déclaré que le doublement du financement du programme piloté par le Conseil national de recherches du Canada d'ici 1997-1998 ne peut «se justifier selon les analyses.»

Dans un rapport publié le 11 mai 1992 dans le quotidien *Ottawa Citizen*, un porte-parole responsable des questions scientifiques du parti Libéral, M. David Berger, furieux, écrivait : «Je ne sais qui ils croient pouvoir berner.» Le porte-parole responsable des questions scientifiques pour le Nouveau parti démocratique, M. Howard McCurdy, a ajouté qu'il était déçu que le gouvernement ignore «à peu près sur tous les points» les préoccupations du comité.

Le comité des sciences et de la technologie a tenu des audiences d'urgence sur la question du sabrage dans le financement du PARI (28 p. 100 de 1984 à 1991), du licenciement de son directeur et de la décentralisation de sa structure.

Conclusion

À ce jour, le gouvernement fédéral a pris certaines initiatives valables dans le domaine de la R-D. Aussi importantes soient-elles, elles n'ont pas encore réussi à atteindre les objectifs politiques fixés par M. Brian Mulroney à la veille de son accession au poste de premier ministre en 1984. L'objectif est celui de développer une démarche coordonnée pour traiter de R-D financée par le gouvernement, qui permettrait d'arriver à doubler la DIRD du Canada de manière à ce qu'elle atteigne 2,5 p. 100. Il en résulte, selon les termes de Mme Janet Halliwell, que le Canada est doté d'un «ensemble de programmes flou», mais qu'il n'existe pas de politique de R-D cohérente.

La nécessité d'une telle politique est critique, comme l'a démontré, le 14 mars 1991, le débat à la Chambre des communes sur les engagements de dépense du Canada au poste de la R-D. À cette occasion, M. David Berger, député Libéral, a fait la déclaration suivante :

«Les principaux concurrents du Canada dépensent régulièrement deux fois plus que le Canada pour leurs investissements en R-D. Sont-ils tous stupides? Jettent-ils des millions de dollars au vent pour rien? Les nouveaux produits, toutes les améliorations technologiques que nous voyons chaque jour sortent de quelque part, et ce quelque part c'est la recherche et développement.»

Pendant le même débat, le député néo-démocrate Howard McCurdy a ajouté les observations suivantes :

«Nous devrions prendre bonne note du fait que pour ainsi dire tous ceux qui ont parlé de recherche et de développement dans ce pays, y compris le comité de l'industrie, des sciences et de la technologie de la Chambre, ont indiqué que le chiffre de 2,5 p. 100 de la DIRD constitue une cible convenable au titre des dépenses nationales au poste recherche et développement.

Il est important de comprendre que ce dont nous parlons c'est d'une exigence fondamentale du développement économique canadien, de notre capacité à produire des richesses, de notre capacité à créer des emplois. Certains types d'emplois, qui sont bien payés. Ce type de richesses va nous permettre de soutenir nos programmes sociaux. Je dis cela parceque l'honorable ministre responsable des sciences semble accuser bien légèrement le déficit pour expliquer les échecs de ce gouvernement.»

D'évidence, l'augmentation du financement fédéral pour la R-D ne sera pas chose facile par les temps de contraintes fiscales qui courent. Pourtant si le gouvernement fédéral considère la R-D comme un «élément clé» de la concurrence économique, il doit être alors disposé également à la financer comme une forme d'investissement qui offre un rendement intéressant.

(Tim Stutt est agent des relations avec les gouvernements de l'ACPU.)

Peter Morand, President, NSERC/président du CRSNG

Janet Halliwell, former Chairman, Science Council/ancienne présidente du Conseil des sciences du Canada

Paule Leduc, Director, Canada Council/Directrice du Conseil des arts du Canada

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TORY RECORD/LE BILAN DU PC

Culture

Far-reaching effects of arts, culture funding policies

Robert Léger

The federal government's cultural policy impacts on a number of CAUT members directly or indirectly. This is especially true of those of our members who are active in the field of fine arts.

However, since cultural policy and university life are connected, many other teachers and librarians are also affected. We only have to think of the researchers who use the National Library and National Archives. Authors are affected by the policy on copyright and authors and librarians are interested in the definition of pornography.

Canada Council

The Canada Council has introduced several new programs since 1984. Some are financed from special targeted funds and these include the Public Lending Right Commission, established in 1986 to administer a program of payments to Canadian authors for eligible books written by them that are acquired by libraries in this country.

There are also the Book Publishing Subsidies, Sound Recording and Film Production programs, the last of which is designed to encourage and promote film as a medium of personal artistic expression. The budget for these special programs will be $12.9 million in 1992-93, approximately 12 per cent of the council's total budget.

Under-funding

If we exclude the special targeted funding for the programs described above, funding for the council's on-going programs has declined in real terms over the last few years. Thus, the real average value of council grants to artistic organizations fell by 30 per cent between 1980-81 and 1990-91.

Figure 1 shows the increases in real terms (1986 dollars) to net appropriations (excluding special targeted fund programs). Note that there was a major decrease in 1988-89 and an increase in 1989-90, which was immediately cancelled out by a decrease of the same magnitude in 1990-91.

The situation did not improve in 1991-92 and a further decline is forecast for 1992-93.

The consequences were easy to foresee.

In December 1991 Canada Council Chairman Allan Gotlieb, stated the following before the standing committee on communications and culture, concerning the performing arts:

"The impact on touring has been catastrophic. Most organizations have shelved or drastically cut back on touring plans, with the first victims being the public living in less populated areas. However, when the very existence of an organization is threatened, it is ill placed to assume the financial risks inherent in touring. The Council has always believed that the public across Canada should have access to the best work of its artists, and touring provides the kinds of shared experience so necessary to the development of our consciousness as Canadians."

The standing committee followed up by recommending (recommendation No. 8) "...that the Government of Canada review the mandate of the Canada Council, with a view to strengthening its role in support of Canadian cultural objectives; further, that federal funding for the Canada Council be made consistent with its mandate". It seems that the Government of Canada does not wish to provide "federal funding" in support of "Canadian cultural objectives."

National Library

The National Library is responsible for collecting and preserving our printed heritage. It also promotes access to this heritage and is a major research centre in Canadian studies.

Since 1984 the National Library has instituted new programs. The following are simply a few examples. The Preservation Collection program is designed to collect copies of all documents that are printed in Canada, published abroad by Canadian authors or deal with subjects relating to Canada. These documents are not for circulation and are subject to special conservation measures.

Also of interest is the Mass Deacidification program. If you are aware of the problem of acid paper in book conservation, you will realize how important this program is. Between 1988-89 and 1991-92 the number of items treated annually doubled to 35,000.

There are many other programs such as the permanent paper program and the network activities that make these important documents available to Canadian researchers. Unfortunately, we lack the room for a complete list. Nevertheless, it is important to be aware of the interesting and dynamic work going being done at the National Library.

There is no doubt that the National Library would have done even more interesting things if there had not been major cuts in its budget. In 1986-87 the budget in real terms (constant dollars) was reduced by more than eight per cent over 1984-85. There were also two successive years of cuts in real terms, namely, 1988-89 and 1990-91.

Fortunately, there was a substantial increase in 1991-92 of more than nine per cent in real terms and this brought the National Library's budget back to a level that was just above that of 1985-86, again

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"...LET ME GET THIS STRAIGHT, MR SHAKESPEARE... YOU'RE NOT DANISH AND AT NO TIME HAVE YOU EVER BEEN A PRINCE ...I THINK WE MAY HAVE A LITTLE PROBLEM HERE."

Figure 1

INCREASE TO NET APPROPRIATIONS IN CONSTANT 1986 $ TO CANADA COUNCIL

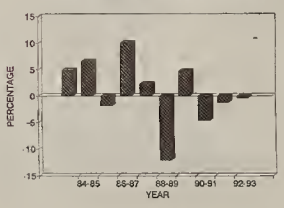


Figure 2

NATIONAL LIBRARY OF CANADA'S BUDGET IN CONSTANT MILLION OF 1986 DOLLARS

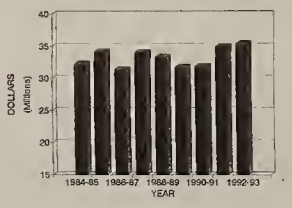
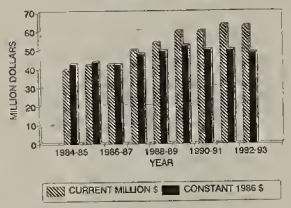


Figure 3

NATIONAL ARCHIVES OF CANADA DEPARTMENTAL BUDGET



Culture

Le financement des arts et de la culture

Robert Léger

La politique culturelle du gouvernement fédéral touche plusieurs des membres de l'ACPU directement et indirectement. Ceci est particulièrement vrai pour nos membres actifs dans les beaux-arts.

Mais comme la politique culturelle et la vie universitaire sont liées, plusieurs autres professeur(e)s et bibliothécaires sont affecté(e)s. Que l'on pense à nos chercheurs qui utilisent la Bibliothèque nationale et les Archives nationales. Les auteurs sont affectés par la politique sur les droits d'auteur. Et les auteurs et bibliothécaires sont intéressés à la définition de la pornographie.

Le Conseil des arts

Plusieurs nouveaux programmes sous la responsabilité du Conseil des arts ont vu le jour depuis 1984. Certains sont financés par des fonds désignés. Parmi ces derniers, la *Commission du droit de prêt public* a été établie en 1986 en vue d'administrer un programme de paiements destinés aux auteurs canadiens pour leurs livres admissibles catalogués dans les bibliothèques du pays.

Il y a aussi le programme de *Subventions globales aux éditeurs*, de l'Enregistrement sonore et de Réalisation cinématographique. Ce dernier programme a pour objet d'encourager et de promouvoir le cinéma comme moyen d'expression artistique personnelle. Le budget de ces programmes spéciaux sera de 12,9 millions de dollars en 1992-93, soit environ 12 p. 100 du budget total du Conseil.

Sous-financement

Si l'on excepte le financement spécial pour les programmes décrits plus haut, le financement du Conseil des arts pour ses programmes permanents a diminué en termes réels depuis quelques années. Ainsi la valeur moyenne réelle des subvention du Conseil aux organisations artistiques a diminué de 30 p. 100 de 1980-81 à 1990-91.

Le graphique 1 nous donne les augmentations en termes réels (dollars de 1986) des crédits parlementaires nets (excluant les programmes à fonds désignés) du Conseil. On remarque une baisse importante en 1988-89, une augmentation en 1989-90 aussitôt annulée par une diminution du même ordre en 1990-91.

La situation ne s'est pas améliorée en 1991-92 et on projette encore un autre recul en 1992-93.

Le résultat était prévisible. Voici ce que déclarait Allan Gotlieb, le président du Conseil des arts, en décembre 1991, au Comité permanent des communications et de la culture, sur les arts de la scène:

«L'impact sur les tournées a été catastrophique. La plupart des organismes ont mis sur les tablettes ou réduit très considérablement leurs projets de tournée, les premières victimes étant les auditoires des régions moins densément peuplées. Et lorsque l'existence même d'un organisme est menacées, celui-ci est mal placé pour assumer les risques financiers inhérents aux tournées.»

«Le Conseil croit depuis toujours que le public partout au Canada doit avoir accès aux meilleures oeuvres de ses artistes, et les tournées fournissent les types d'expériences partagées si nécessaires à l'affirmation de notre identité canadienne.»

Ce même Comité permanent des communications et de la culture faisait d'ailleurs la recommandation suivante: Recommandation No 8 — Le Comité recommande au gouvernement du Canada de revoir le mandat du Conseil des Arts du Canada pour consolider le rôle de celui-ci en ce qui a trait à la poursuite des objectifs culturels du Canada, et de lui octroyer des fonds en conséquences.

Il ne semble pas que le gouvernement du Canada veuille octroyer «des fonds en conséquences» afin de «consolider le rôle du Conseil des Arts».

La Bibliothèque nationale

La Bibliothèque nationale est responsable de la collecte et de la préservation de notre héritage imprimé. Elle fait aussi la promotion de l'accès à cet héritage. C'est un centre important de recherche en études canadiennes.

Depuis 1984, la Bibliothèque nationale a établi de nouveaux programmes. En voici quelques uns. La *Collection conservation* : le but de ce programme est de recueillir une copie de tous les documents imprimés au Canada, ou publiés à l'étranger par des auteurs canadiens ou traitant d'un sujet concernant le Canada. Ces documents ne circulent pas et sont sujets à des mesures de conservation spéciales.

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Culture

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in constant dollars. All this is illustrated in Figure 2.

However, inflation was not the only factor at play. Increases in the cost of books and fluctuations in exchange rates account for this situation, as well as the increasing number of publications. The cuts resulted in the loss of 49 person-years and this is considerable. Moreover, users of the National Library must increasingly pay for the services they receive.

Public Archives

The Public Archives of Canada are an essential federal resource for the study of Canadian history, culture and government policy.

The most important act of the Mulroney government concerning archives was the 1987 legislation that greatly expanded the mandate and powers of the National Archives of Canada.

Although conservation plays an important role in the work of the archives, it has been difficult for some years now to fulfil this mandate. First, the growing number of emergencies (for example, a major leak a few years ago) suggest that a major disaster will occur if new facilities are not provided. Second, the archives were forced to refuse to transfer documents because there is insufficient space. Third, the archives were given responsibility for the historical documents of more organizations.

Finally, funding has been declining in real terms since 1990-91. This can be seen in Figure 3. To make matters worse, there is the practice of charging user fees, which are a form of taxation of researchers using the archives.

A new modular building is to be constructed in Gatineau, Quebec, near Ottawa to store and preserve documents. Final approval of the project was given in April of this year. The first module should be completed in 1996-97.

Research on culture

In 1991 the Social Sciences and Humanities Research Council (SSHRC) announced a research project to study cultural development in the context of an open economy. This was designed to assess the strengths and weaknesses of research to culture. This was a joint undertaking of the SSHRC and the federal Department of Communications. The grant could amount to $100,000.

Perrin Beatty, Minister of Communications/ministre des Communications

Marianne Scott, National Librarian/directeur général de la Bibliothèque nationale du Canada

Jean-Pierre Wallot, National Archivist/Archiviste national

Pornography

Since 1984 the Conservatives have periodically threatened to introduce harsh laws on pornography that would reimpose the standards of the Victorian era. However, the party leadership is not really interested in this and the aim of the discussion has been to placate the extreme right-wing members of the caucus without doing anything tangible. The recent Supreme Court decision on obscenity should remove the issue from the political agenda.

The CBC and Radio Canada

The university community is and always has been interested in the CBC. In the 1950s CAUT stated in a brief on broadcasting that it was in the interests of the university community, especially students, to have first class cultural programming on radio.

The CBC is no longer alone in the cultural field but has remained, despite everything, a key cultural agency and it still plays a major role with respect to news and current affairs. The Conservatives have long been hostile to the CBC and Radio Canada and this fact has been reflected in budget cuts in real terms since 1984.

Copyright

During the Mulroney years the Conservatives decided to reform the federal copyright legislation. They decided to undertake this legislation in two steps. The first was to establish clearer rights for authors. This was duly passed. However, the second phase, which was to deal with the rights of users, has never seen the light of day despite repeated promises by the ministers concerned.

The GST and culture

While the Free Trade Agreement seems not to have affected our cultural industries, the same cannot be said of the Goods and Services Tax (GST). The tax applies not only to books, thus hurting the Canadian publishing industry, but also to tickets to performances of all kinds; the opera, theatre and music are all affected. Mr. Gotlieb, said in December 1991 before the standing committee on communications and culture:

"The cost of tickets, which now includes GST, have reached the maximum the public can pay. Many people buy the cheaper seats and this has an impact on the revenues of these organizations."

Culture and the Constitution

The provision concerning culture in the proposed Charlottetown Accord is sufficiently brief to be reproduced in full:

"Provinces should have exclusive jurisdiction over cultural matters within the provinces. This should be recognized through an explicit constitutional amendment that also recognizes the continuing responsibility of the federal government in Canadian cultural matters. The federal government should retain responsibility for national cultural institutions, including grants and contributions delivered by these institutions.

The Government of Canada commits to negotiate cultural agreements with provinces in recognition of their lead responsibility for cultural matters within the province and to ensure that the federal governments and the province work in harmony. These changes should not alter the federal fiduciary responsibility for aboriginal people. The non-derogation provisions for aboriginal peoples set out in item 40 of this document will apply to culture."

Clarity is not the strong point of this provision! All that can be concluded is that responsibility for culture would have been divided between the two levels of

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Culture

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Un autre programme intéressant, c'est celui de la *Désacidification de masse*. Lorsqu'on connaît le problème du papier acide dans la conservation des livres, on conçoit bien l'importance d'un tel programme. Entre 1988/89 et 1991/92, le nombre d'articles traités annuellement a doublé pour atteindre 35,000.

Il y a bien d'autres programmes, comme par exemple celui du *Papier permanent* ou encore les activités de réseau qui mettent à la porté des chercheurs du Canada ces documents important. Malheureusement l'espace nous manque pour en faire la description complète. On peut quand même noter le travail intéressant et dynamique qui se fait à la Bibliothèque nationale.

Il n'y a pas de doute que la Bibliothèque nationale aurait encore fait plus de choses intéressantes s'il n'y avait pas eu des coupures importantes à son budget. En effet, en 1986-87 le budget en termes réels (en dollars constants) diminuait de plus de 8 p. 100 par rapport à 1984-85. Il y eut aussi deux années successives de coupures en termes réels, soit en 1988-89 et 1990-91.

Heureusement que l'augmentation de 1991-92 était substantielle, soit de plus de 9 p. 100 en termes réels, ce qui ramenait le budget de la Bibliothèque nationale à un niveau légèrement supérieur à celui de 1985-86, toujours en dollars constants. On trouvera tout cela illustré dans le graphique 2.

Mais l'inflation n'est pas la seule en cause. La hausse du prix des livres et les taux de change qui fluctuent expliquent cette situation, ainsi que l'augmentation du nombre de publications. Les coupures ont résulté dans la perte de 49 personnes-année, ce qui est appréciable. Quant aux usagers de la Bibliothèque nationale, ils doivent payer de plus en plus pour les services reçus.

Les Archives nationales

Les Archives nationales du Canada constituent une ressource fédérale essentielle à l'étude de l'histoire, de la culture et des politiques gouvernementales canadiennes.

La mesure la plus importante prise par les gouvernement Mulroney au chapitre des archives fut l'adoption de la loi de 1987, qui a grandement élargi le mandat et les pouvoirs des Archives nationales du Canada.

Les fonctions de préservation occupent une place importante dans le mandat des Archives. Depuis quelques années, il a été difficile de respecter ce mandat. D'abord le nombre croissant de situations d'urgence (par exemple, une fuite d'eau majeure il y a quelques années) nous laissait prévoir une véritable catastrophe faute de nouvelles installations. Deuxièmement, les Archives on été obligées de refuser le transfert de documents faute d'espace. Troisièmement, les Archives se sont vu confier la responsabilité des documents historiques d'organismes additionnels.

Et finalement, le financement en termes réels diminue depuis 1990-91. Ceci est illustré par le graphique 3. À cela s'ajoute la pratique de demander des frais aux usagers, ce qui est une forme d'impôt pour nos chercheurs qui utilisent les Archives.

Un nouveau bâtiment, de conception modulaire, sera construit à Gatineau, au Québec, près d'Ottawa pour l'entreposage et la conservation. L'approbation finale du projet a été donnée en avril 1992. Le premier module devrait être achevé en 1996-97.

Recherche sur la culture

En 1991, le Conseil de Recherche en Science Humaine (CRSH) annonçait une initiative de recherche sur le développement culturel dans le contexte d'une économie ouverte. L'étude avait pour but d'évaluer les points forts et les points faibles de la recherche sur la culture. C'était une initiative conjointe du CRSH et du Ministère fédéral des Communications. La subvention accordée pouvait s'élever à 100 000 de $.

La pornographie

Depuis 1984, les conservateurs nous ont périodiquement menacé d'introduire des lois sévères sur la pornographie qui nous

suite à la page 19

graphique 1

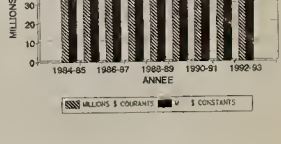
CONSEIL DES ARTS: AUGMENTATION DES CREDITS PARLEMENTAIRES, $ CONSTANTS

graphique 2

BUDGET DE LA BIBLIOTHEQUE NATIONALE EN MILLIONS DE $ CONSTANTS DE 1986

graphique 3

BUDGET DES ARCHIVES NATIONALES DU CANADA



TORY RECORD/LE BILAN DU PC

EPF

PSE funding erosion shows need for EPF reform

Robert Léger

In the Tory Record for 1990 (CAUT *Bulletin*, November 1990), we asked the following question:

Is the current Conservative government slowly withdrawing from basic funding (operating expenditures) of universities?

At the time we suspended judgment and refrained from answering the question. Since then the Conservative record on Established Programs Financing (EPF) has not improved.

What is EPF?

Under the Established Programs Financing Act the federal government transfers funds to the provinces for health and post-secondary education (PSE). The act, which was passed in 1977 and has subsequently been amended, allows for unconditional transfers of funds to the provinces and territories in the form of cash and tax points.

Importance of Established Programs Financing

In 1991-92 federal transfers for PSE under this program amounted to $3.84 billion in tax points and $2.08 billion in cash. In 1992-93 transfers of $4.06 billion in tax points and $1.91 billion in cash will be made. The report to Parliament (1990-1991) by the Secretary of State allows us to compare these transfers with other federal programs for post-secondary education.

Figure I shows that transfers of EPF tax points accounted for 50 per cent of federal assistance for post-secondary education and cash transfers for almost 25 per cent in 1990-91. Aid to university research (11 per cent) and student assistance programs (9.9 per cent) were well behind.

The Miscellaneous category (4.4 per cent) includes federal post-secondary schools, Official Languages in Education, Other Programs and Administrative Costs. The situation was different in 1983-84, when cash transfers accounted for more than 41 per cent of federal assistance (Figure II).

The Government's Policy: Excellence

On his reelection in 1988, Prime Minister Mulroney said that during its second mandate his government would give priority to long-term investment in human resources, technical skills, manpower training and strategic technologies.

The foreword in the latest report to parliament by the Secretary of State on federal and provincial support to post-secondary education in Canada (1990-91) contains the following paragraph:

"The federal government's Prosperity Initiative places special emphasis on the importance of human resource development for our future competitiveness, as discussed in one of the major background papers: *Learning Well ... Living Well.* For ours to become a 'learning society' one of our priorities must be to ensure access to lifelong learning opportunities for all Canadians, including those who have thus far been under-represented, such as the economically disadvantaged and persons with disabilities."

On page 67 of this report we find the following:

"In 1986, the federal government reaffirmed its long-standing commitment 'to supporting, with the provinces and territories, a system of post-secondary education based on excellence and equality of opportunity.' This commitment reflects the government's concern to ensure the development of the highly qualified human resources and advanced research that are essential for Canada's economic and social development. It also reflects the government's desire to help qualified Canadians in all provinces and territories obtain access to high quality post-secondary education."

Donald Mazankowski
Minister of Finance/ministre des Finances

Cuts in EPF Starting in 1986-87

In June 1986 the then minister of finance, Michael Wilson, made the Conservative government's first cuts in transfer payments, and the repercussions of this move were felt in 1986-87. The escalator which was used to calculate per capita payments was reduced by two percentage points from 7.78 per cent to 5.78 per cent. The escalator was based on the rate of growth in the GNP.

In June 1990 the Conservative government froze the escalator for two years. It was supposed to be increased to 7.55 per cent in 1990-91. Per capita EPF would have increased by 5.55 per cent despite the two per cent decrease, and this would have been enough to cover inflation. Unfortunately, this did not happen because the escalator was set at zero.

In its 1991 budget the federal government announced its intention to maintain the freeze for three more years. Moreover, after this period the government

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Figure I

Figure II

Figure III

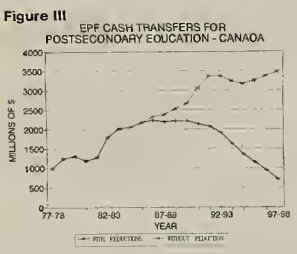


Figure IV

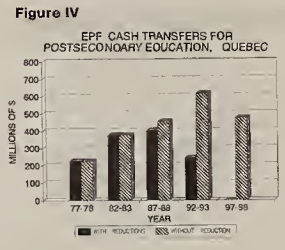
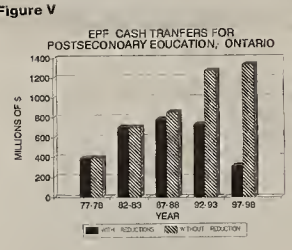


Figure V



FPE

L'érosion du financement de l'enseignement postsecondaire montre l'urgence d'une réforme du FPE

Robert Léger

Dans le Bilan du PC de 1990 (*Bulletin* de l'ACPU, novembre 1990), nous posions la question suivante :

Est-ce que le présent gouvernement conservateur est lentement en train de sortir du financement de base (dépenses de fonctionnement) des universités?

À ce moment-là nous suspendions notre jugement sur la réponse à donner à la question. Depuis ce moment le dossier du PC sur le Financement des programmes établis (FPE) s'est alourdi.

Qu'est-ce que le FPE?

Par la Loi sur le financement des programmes établis le gouvernement fédéral transfère des fonds aux provinces pour la santé et l'enseignement postsecondaire (EPS). La Loi votée en 1977, et modifiée par la suite, permet le transfert inconditionnel de fonds aux provinces et aux territoires, en espèces et en points d'impôt.

L'importance du Financement des programmes établis

En 1991-92, les transferts fédéraux pour l'EPS selon ce programme étaient de 3,84 milliards de $ en impôts et de 2,08 milliards de $ en espèces. En 1992-93, les transferts seront de 4,06 milliards de $ en impôts et de 1,91 milliards en espèces. Le rapport du Secrétaire d'État au Parlement de 1990-91 permet de comparer ces transferts aux autres programmes fédéraux pour l'enseignement postsecondaire.

Le graphique I nous montre que les transferts en points d'impôt FPE représentaient 50 p. 100 de l'aide fédérale à l'enseignement postsecondaire et les transferts en espèces près de 25 p. 100 en 1990-91. L'aide à la recherche universitaire (11 p. 100) et l'aide aux étudiants (9,9 p. 100) viennent loin derrière.

Quant à la catégorie «Other» (4,4 p. 100), elle comprend les Ecoles fédérales postsecondaires, les Langues officielles dans l'enseignement, les Autres programmes et les Coûts administratifs. La situation était différente en 1983-84 où les transferts en espèces représentaient alors plus de 41 p. 100 de l'aide fédérale (graphique II).

La politique du gouvernement : l'excellence

Après sa réélection en 1988, le premier ministre Brian Mulroney a déclaré que, pendant son deuxième mandat, le gouvernement conservateur accorderait la priorité à l'investissement à long terme dans les ressources humaines, les compétences techniques, la formation de la main-d'oeuvre et les technologies stratégiques.

L'Avant-propos du dernier rapport au Parlement du Secrétaire d'État sur l'enseignement postsecondaire au Canada (1989-90) contient le paragraphe suivant:

«Dans son Initiative de la prospérité, le gouvernement fédéral souligne tout particulièrement l'importance du développement des ressources humaines pour assurer la compétitivité du Canada dans les années à venir; la question est clairement exposée dans l'un des principaux documents de consultation : *Bien apprendre...Bien vivre.* Si nous aspirons à devenir une société qui «valorise le savoir», il nous faudra, entre autres priorités, veiller à assurer l'accès à la formation continue aux Canadiens et aux Canadiennes, y compris à ceux et à celles qui, jusqu'ici, ont toujours été sous-représentés, comme les personnes handicapées ou qui ont de faibles revenus.»

À la page 73 du même rapport, on lit :

«En 1986, le gouvernement fédéral a réitéré son engagement «à soutenir, en collaboration avec les provinces et les territoires, un système d'enseignement postsecondaire fondé sur l'excellence et l'égalité des chances». Cet engagement fait foi de l'intérêt marqué du gouvernement pour le développement de ressources humaines hautement qualifiées et l'avancement de la recherche, qui sont essentiels pour l'essor économique et social du Canada. Il témoigne aussi de sa volonté de faciliter l'accès à un enseignement postsecondaire de qualité pour tous les Canadiens.»

Coupures au programme de FPE à partir de 1986-87

En juin 1986, le ministre des Finances d'alors, M. Michael Wilson, a effectué les premières compressions des Conservateurs aux paiements de transfert dont les contrecoups se sont fait sentir en 1986-87. Le «facteur de progression», utilisé pour calculer les paiements par habitant, a été réduit de 2 p. 100, passant de 7,78 p. 100 à 5,78 p. 100. Le facteur de progression se fonde sur le taux de croissance du Produit national brut.

En juin 1990, le gouvernement conservateur a gelé le facteur de progression pendant deux ans. Le facteur devait être porté à 7,55 p. 100 en 1990-1991. Le FPE par habitant aurait affiché

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TORY RECORD/LE BILAN DU PC

EPF

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intended to reduce the escalator by three per cent. Parliament passed the legislation in question in December 1991.

Figure III shows the impact of the two per cent reduction and the five-year freeze in per capita transfers for post-secondary education. The higher curve shows cash transfers with no reduction since 1986 and the lower curve shows cash transfers with the two per cent reduction followed by the freeze.

The reduction by two percentage points in the escalator starting in 1986 means that cash transfers level off and the freeze in per capita transfers, which began in 1990-91, leads to a major drop in cash transfers, amounting to some 7.9 per cent in 1992-1993 over the previous year and approximately 17 per cent in 1994-1995. The amount lost to post-secondary education (or "saved," as the budget would-say) was $1.3 billion in 1991-1992 and will be $1.8 billion in 1994-1995.

In 1995-1996, that is after the freeze is lifted but with a further one percentage point reduction in the escalator, the reduction in cash transfers for post-secondary education will be some 13 per cent. The amount lost (or saved, depending on one's point of view!) will be approximately $2 billion in this year alone.

Between 1986-87 and 1995-96 as a result of the cuts (two per cent and freeze) the provinces will have lost and the federal government will have saved the astronomical sum of $10.2 billion in transfer payments for post-secondary education.

Finally, if we also consider transfers for health, we find that the federal government has cut more radically in the EPF program than in all other federal programs.

University Funding and EPF

Some people will argue, however, that there is no direct link between the financial situation in which universities find themselves and cuts in transfer payments for higher education. They maintain that EPF transfers are unconditional.

We gladly admit this but because of the cuts in transfer payments provincial governments have been forced to slash and consequently there is an incentive to cut university budgets as well as those in other areas. Furthermore, if some provinces are prepared to reduce grants to universities (if this is not a priority area for them), they have a perfect excuse: the federal government is cutting transfer payments that it says are for higher education.

This is particularly true of the report to Parliament by the Department of the Secretary of State: *Federal and Provincial Assistance for Post-Secondary Education in Canada*. It is also true of *Learning Well ... Living Well*, in which the government includes these transfer payments in the $11 billion it is "investing in the Canadian education and training system."

The Cuts: Different Effects in Different Provinces

Projections suggest that cash transfers for post-secondary education in Quebec will be zero from 1995-1996. Figure IV shows cash transfers to Quebec in five years after 1977-1978.

The dark columns (with reduction) show cash transfers with the two per cent reduction and the five-year freeze followed by a subsequent three per cent reduction (two per cent + one per cent). The other columns (without reduction) give the figures for transfers that would have occurred without these reductions. The difference between the two shows the loss suffered.

For Quebec it will be $370 million in 1992-1993. Note that only cash transfers are affected by the cuts; tax transfers are not affected. Furthermore, in Quebec tax transfers have always been greater than cash transfers. This is not true of Ontario and the other provinces. The reason is that Quebec receives a special abatement and proportionately receives a greater part of its transfers in tax points than in cash. This is another way in which it is a distinct society...

CAUT projections suggest that cash transfers to Ontario will be zero by about 2001-2002. Figure V shows changes in cash transfers for the same years as are given for Quebec.

It may seem that Ontario is more favoured than Quebec from 1995-1996 to the end of the century but this is not the case. The converse is, in fact, true. What happens is that in and after 1995-96 tax transfers to Quebec will be greater than the total transfers calculated. In theory, cash transfers should be negative. This will have the result that Quebec will receive more per capita in tax transfers alone than Ontario will receive in tax and cash transfers.

Like Ontario, the other provinces will see their cash transfers disappear. Since cash transfers are in free fall, it can be assumed that the spirit of the EPF program is distorted. On the one hand, the provinces will no longer receive the same amount per capita as was originally provided for.

On the other hand, the federal government will have turned its back on basic university funding.

Need for reform

It will be seen therefore that Established Programs Financing is crying out for reform. This was admitted by the Conservative government:

"It is recognized that the system of federal provincial transfers merits examination and review. Over the past year, discussions have been held with the provinces on a wide range of issues relating to the future of federal-provincial fiscal arrangements, including both major transfers and tax issues.

"With respect to the transfer system, a process has been agreed to with the provinces to move these consultations further. The federal government will be discussing extensively with the provinces potential reforms to the major federal-provincial transfers (Equalization, Established Programs Financing and the Canada Assistance Plan). The purpose of these reforms is not only to adapt the transfers to the economic and fiscal circumstances of the 1990s, but to examine whether they can be made more effective in addressing the national needs and priorities of Canadians.

"Discussion on the updating and renewal of the Equalization program are already well under way, and will be carried forward as an integral part of the broader reform effort. Individual Canadians also have an important stake in these reforms, and the government will announce in due course a process for hearing their views as well."

The passage quoted above is taken from the budget speech of Michael Wilson in February 1991 (p 71). The new Minister of Finance, Mr Mazankowski, decided in his budget to "forget" what was proposed by his predecessor.

The Charlottetown Accord

During the discussions leading up to the Charlottetown Accord in August of this year provinces like Saskatchewan and Ontario tried to make EPF an important element on the agenda. However, given Joe Clark's refusal to allow this, the provinces collapsed and preferred local arrangements. Only Premier Romanow of Saskatchewan was prepared to make it a significant public issue.

Clause 26 dealing with protection of intergovernmental agreements was a step in the right direction.

"The Constitution should be amended to provide a mechanism to ensure that designated agreements between governments are protected from unilateral change. This would occur when Parliament and the legislature(s) enact laws approving the agreement.

Each application of the mechanism should cease to have effect after a maximum of five years but could be renewed by a vote of Parliament and the legislature(s) readopting similar legislation. Governments of Aboriginal peoples should have access to this mechanism.

The provision should be available to protect both bilateral and multilateral agreements among federal, provincial and territorial governments, and the governments of aboriginal peoples. A government negotiating an agreement should be accorded equality of treatment in relation to any government which has already concluded an agreement, taking into account different needs and circumstances.

It is the intention of governments to apply this mechanism to future agreements related to the Canada Assistance Plan". However, clause 26 does not apply to agreements concluded in the past, including EPF.

At the very end of this revealing document we find the following: "Other issues were discussed but were not finally resolved, among which were...requiring notice for changes to federal legislation respecting Established Programs Financing..."

Thus the agreement removed the issue of EPF from the agendas of the ministers of finance and places it clearly on that of the premiers. Regardless of the NO vote on Oct. 26, Established Programs Financing remains one of the unresolved issues in Canadian federalism and must be examined by all heads of government.

Conclusion

The federal government is correct in thinking that education is essential to the prosperity and competitiveness, as was suggested in its document *Learning Well ... Living Well*. It is also essential to maintaining the quality of life of all Canadians, on-going protection of the environment, the health of our citizens and their ability to participate effectively in our democratic institutions.

Education is an investment and should be one of the essential priorities of all governments. However, the major reductions in federal credits for post-secondary education mean that the universities are "Living Badly."

(Robert Léger is Government Relations Officer at CAUT.)

FPE

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une hausse de 5,55 p. 100 malgré la réduction de 2 p. 100, ce qui aurait été suffisant pour couvrir la hausse de l'inflation. Malheureusement, cela ne s'est pas produit, car le facteur de progression a été fixé à zéro.

Le gouvernement fédéral, dans son budget de 1991, a fait part de son intention de maintenir le gel pendant trois autres années. De plus, après ce délai, le gouvernement a l'intention de réduire de 3 p. 100 le facteur de progression. Le Parlement a adopté le projet de loi en décembre 1991.

Le graphique III illustre les effets de la réduction de 2 p. 100 et du gel pour cinq ans des transferts par habitant pour l'enseignement postsecondaire. La courbe ascendante est celle des transferts en espèces sans réduction depuis 1986 et la courbe inférieure celle des transferts en espèces avec la réduction de 2 p. 100 suivie du gel.

La réduction du facteur de progression de 2 p. 100 à partir de 1986 cause un plafonnement des transferts en espèces. Et le gel des transferts par habitant, commencé en 1990-1991, provoque une baisse majeure des transferts en espèces. Cette baisse sera de l'ordre de 7,9 p. 100 en 1992-1993 par rapport à l'année précédente et sera d'environ 17 p. 100 en 1994-1995. Les montants perdus pour l'enseignement postsecondaire (ou les «économies» selon le budget) étaient de 1,3 milliards de dollars en 1991-1992 et seront de 1,8 milliards en 1994-95.

En 1995-1996, donc après la fin du gel, mais avec une réduction supplémentaire de 1 p. 100 du facteur de progression, la réduction des transferts en espèces pour l'enseignement postsecondaire sera de l'ordre 13 p. 100. Le montant perdu (ou économisé selon le point de vue!) sera d'environ 2 milliards de dollars pour cette seule année.

De 1986-87 à 1995-1996, les provinces auront perdu à la suite des coupures (2 p. 100 et gel), et le gouvernement fédéral économisé, la somme astronomique de 10,2 milliards de dollars pour les transferts au titre de l'enseignement postsecondaire.

Si finalement on considère aussi les transferts pour la santé, il s'ensuit que le gouvernement fédéral a coupé plus radicalement dans le programme FPE que dans tous les autres programmes fédéraux.

Le financement des universités et le FPE

Cependant, certains diront qu'il n'y a pas de lien direct entre la situation financière des université et les coupures dans les transferts pour l'enseignement supérieur. En effet, diront-ils, les transferts du FPE sont inconditionnels.

Nous l'admettons volontiers, mais à cause des réductions des transferts, les gouvernements provinciaux sont forcés de sabrer les programmes: donc il y a un encouragement fiscal à réduire les budgets des universités comme ceux d'autres domaines. De plus, si certaines provinces sont prêtes à réduire les subventions aux universités (si ce n'est pas prioritaire pour elles), elles ont alors l'excuse parfaite: le gouvernement fédéral coupe dans les transferts qu'il dit être pour l'enseignement supérieur.

C'est le cas en particulier du Rapport au Parlement, *Aide fédérale et provinciale à l'enseignement postsecondaire au Canada Secrétariat d'État*. C'est aussi le cas de **Bien apprendre...bien vivre** où le gouvernement inclut ces transferts du FPE dans les 11 milliards qu'il «investit dans le système canadien d'éducation et de formation.»

Les coupures : effets différents selon les provinces

Les projections indiquent que les transferts en espèces pour l'enseignement postsecondaire au Québec seront nuls dès 1995-1996. Le graphique IV donne, pour le Québec, les transferts en espèces pour cinq années à partir de 1977-1978.

Les colonnes noires (avec réduction) donnent les transferts en espèces avec la réduction de 2 p. 100 et le gel de 5 ans suivie d'une réduction de 3 p. 100 (2 p. 100 + 1 p. 100) par la suite. Les autres colonnes (sans réduction) donnent ce qu'auraient été les transferts en espèces sans ces réductions. La différence entre les deux donne la perte encourue.

Elle sera de 370 millions de dollars pour le Québec en 1992-1993. Notons que seulement les transferts en espèces sont

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TORY RECORD/LE BILAN DU PC

Status of Women

Making haste slowly on women's issues

Janice Drakich

The Department of the Status of Women under the leadership of Mary Collins has certainly influenced governmental policy and programs. The minister has had the ear of the Prime Minister in regard to most of these initiatives. The record is one of gradual and incremental progress, which is perhaps not surprising for a Conservative government.

These have included:

— the creation of centres for the study of violence against women and family violence, as recommended by CAUT, and the provision of substantial funds through the Department of Health and Welfare to combat violence against women;

— the support of the Committee on Women in Engineering which published a significant report in this last academic year;

— the creation of the Canada Scholarships Program and the designation of 50 per cent of its grants to women entering the fields of mathematics, science and engineering;

— the passing of the federal Employment Equity Act;

— the creation of a commission to study violence against women although the appointment procedures adopted for the commission generated controversy and opposition from the National Action Committee on the Status of Women;

— the creation of the Royal Commission on Reproductive Technologies although the chair of the commission created unnccessary hostility by the secretive procedures of the inquiry;

— an increase in the number of women appointed to the judiciary from 37 in 1984 to 100 in 1992 and corresponding increases in the number appointed to federal boards, agencies and commissions and as heads of foreign posts;

— passage of stricter gun control legislation.

However, the economic agenda of the government, noted elsewhere in this issue, has precluded the Conservatives from addressing major areas of concern, particularly child care. For example, the government promised a federal program before the last election and then cynically abandoned that pledge once it was in power. It argued that there was no money, but it had no difficulty in finding money either for military helicopters or for the bailout of Central Guaranty Trust.

It is difficult to see how there ean be true employment equity without an effective child care program. It is equally clear that employment equity can only be realized if governments provide the access to post-secondary education which is necessary for any upgrading process.

Mary Collins, Minister responsible for the Status of Women/ministre responsable de la Condition féminine

However, the record of the government, as noted elsewhere in this issue, is deplorable, involving systematic cuts in the transfer payments to the provinces since 1986 and projected for several years into the future.

The Conservatives are also not anxious to impose legal requirements on employers, particularly the business community but also universities. For example they passed the Employment Equity Act in 1986. This was an important first step, but the legislation lacked teeth.

The government created a formal review of the act during this last year but, in the end, chose not to make any significant

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Statut de la femme

Se hâter lentement — La situation des femmes

Janice Drakich

Condition féminine Canada, que dirige Mme Mary Collins, a influé assurément sur les politiques et les programmes du gouvernement. La ministre a eu l'oreille du premier ministre à propos de la plupart de ces initiatives et le bilan recèle des progrès graduels et qui s'additionnent, ce qui n'est peut-être pas surprenant de la part d'un gouvernement conservateur.

Parmi les réalisation, on peut noter :

— La création de centres pour l'étude de la violence contre les femmes et de la violence familiale, tels que l'ACPU le recommandait, et l'affectation de fonds substantiels, par l'intermédiaire du ministère de la Santé et du Bien-être, pour lutter contre la violence faite aux femmes.

— Le soutien du Comité canadien des femmes en ingénierie qui a publié un rapport marquant au cours de cette année universitaire.

— La création du Programme Bourses Canada et l'obligation d'attribuer la moitié des bourses à des femmes admises dans les domaines des matbématiques, des sciences et du génie.

— L'adoption de la Loi sur l'équité en matière d'emploi par le gouvernement fédéral.

— La création d'une commission d'étude sur la violence contre les femmes, bien que les procédures de nomination adoptées pour la commission aient prêté à controverse et suscité l'opposition du Comité canadien d'action sur le statut de la femme.

— La création de la Commission royale d'enquête sur les techniques de reproduction, bien que la personne qui préside la commission ait suscité inutilement de l'hostilité par les méthodes entourées de secret avec lesquelles la Commission a commencé ses travaux.

— L'augmentation du nombre de femmes nommées juges, qui sont passées de trente-sept en 1984 à cent en 1992 et l'accroissement correspondant dans le nombre de femmes nommées aux conseils fédéraux, agences et commission et à la direction de postes à l'étranger.

— L'adoption de mesures législatives plus exigeantes en matière de contrôle des armes à feu.

Toutefois, le programme économique du gouvernement, dont il est question ailleurs dans ce numéro, a empêché les

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FPE

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touchés par les coupures, les transferts en impôts ne sont pas touchés. De plus au Québec, les transferts en impôts ont toujours été supérieurs aux transferts en espèces. Ce n'était pas le cas pour l'Ontario et les autres provinces. L'explication c'est que le Québec reçoit un «abattement» spécial, et reçoit proportionnellement une plus grande partie de ses transferts en impôts plutôt qu'en espèces. Une autre façon d'être une province distincte...

Les projections de l'ACPU prévoient que les transferts en espèces seront nuls en Ontario vers l'année 2001-2002. Le graphique V illustre l'évolution des transferts en espèces pour les mêmes années que le Québec.

On pourrait croire que l'Ontario est favorisé par rapport au Québec de 1995-96 jusqu'à la fin du siècle. Et pourtant, ce n'est pas le cas.... C'est même l'inverse. Ce qui arrive, c'est qu'en 1995-1996 et après, les transferts en impôts pour le Québec seront plus élevés que les transferts totaux calculés. Théoriquement, les transferts en espèces devraient être négatifs. Cela aura comme résultat que le Québec recevra en transferts d'impôts seulement plus par habitant que l'Ontario en impôts et en espèces.

Les autres provinces suivront l'Ontario pour voir leurs transferts en espèces disparaître. Étant donné que les transferts en espèces sont en chute libre, on peut conclure que l'esprit du programme FPE est faussé. D'une part, les provinces ne recevront plus le même montant par habitant tel qu'il avait été prévu au départ. D'autre part, le gouvernement fédéral sera effectivement sorti du financement de base des universités.

Nécessité d'une réforme

On voit donc que le Financement des programmes établis a un urgent besoin de réforme. Cela a été admis par le gouvernement conservateur :

«Il est reconnu que le système des transferts fédéraux-provinciaux mérite d'être réexaminé. Depuis un an, des pourparlers ont eu lieu avec les provinces au sujet de toute une série de questions portant sur l'avenir des accords fiscaux fédéraux-provinciaux, couvrant à la fois les principaux programmes de transferts et les questions fiscales.»

«En ce qui concerne les transferts (aux fins du Financement des programmes établis (FPE)), on s'est entendu avec les provinces sur un processus permettant de faire avancer les consultations. Le gouvernement fédéral se livrera à un examen approfondi, de concert avec les provinces, des réformes susceptibles d'être apportées aux principaux programmes de transferts fédéraux-provinciaux (la péréquation, le Financement des programmes établis et le Régime d'assistance publique du Canada). Ces réformes ont pour but non seulement d'adapter les transferts aux réalités économiques et financières des années 90, mais aussi de rendre les transferts plus efficaces, si la chose est possible, pour répondre aux besoins et aux priorités des Canadiens.»

«Les discussions relatives à la mise à jour et au renouvellement du programme de péréquation sont déjà bien avancées; elles se poursuivront dans le cadre de cet effort plus large de réforme. Ces réformes représentent également un enjeu important pour les citoyens canadiens; aussi le gouvernement annoncera-t-il en temps et lieu un processus de consultations publiques.»

Ce texte est tiré du budget de février 1991 (pp. 78, 79) préparé par Michael Wilson. Le nouveau ministre des Finances, M. Mazankowski, a, depuis, décidé "d'oublier" dans son budget ce qui avait été proposé par son prédécesseur.

L'Entente de Charlottetown

Durant les discussions qui ont mené à l'entente constitutionnelle de Charlottetown, d'août 1992, des provinces comme la Saskatchewan et l'Ontario ont essayé de faire du FPE un enjeu important de l'ordre du jour. Cependant, devant le refus de Joe Clark, les provinces ont lâché prise, préférant des accommodements locaux. Seul le Premier ministre Romanow de la Saskatchewan était prêt à en faire un enjeu significatif et public.

La clause 26 : "la protection des ententes intergouvernementales est un pas dans la bonne direction.

Il conviendrait de modifier la Constitution afin de prévoir un mécanisme assurant la protection d'ententes désignées intervenues entre les gouvernements contre tout changement unilatéral. Cela interviendrait lorsque le Parlement et la ou les assemblées législative provinciales adopteraient des lois approuvant l'entente.

Ce mécanisme pourrait être invoqué pour une période d'au plus cinq ans, avec possibilité de reconduction par l'adoption de mesures législatives semblables par le Parlement et par les assemblées législatives concernées. Il conviendrait que les gouvernements autochtones, une fois établis, puissent se prévaloir de ce mécanisme.

Cette disposition devrait servir à protéger les ententes bilatérales et multilatérales qui interviennent entre les gouvernements fédéral, provinciaux et territoriaux et les gouvernements qui en ont déjà conclu en tenant compte de la situation et des besoins particuliers de chaçun.

Les gouvernements ont l'intention d'appliquer ce mécanisme aux futures ententes concernant le Régime d'assistance publique du Canada." Cependant, la clause 26 ne s'applique pas aux ententes du passé et, donc, pas au FPE...

On trouve aussi à la toute fin ce texte révélateur : "D'autres questions ont été discutées, mais n'ont pas été résolues, notamment les suivantes... exigences d'avis en cas de modifications de la législation fédérale touchant le financement des programmes établis..."

L'Entente enlève de l'ordre du jour des ministres des finances la question du FPE et le place clairement dans celui des premiers ministres. Le Financement des programmes établis (FPE) demeure une des questions non résolues du fédéralisme canadien et devra être abordée par tous les premiers ministres.

Conclusion

Le gouvernement fédéral a raison de penser que l'éducation est essentielle pour la prospérité et la compétitivité, tel que suggéré par son document «Bien apprendre...bien vivre». Elle l'est également pour le maintien de la qualité de vie de tous les Canadiens, de la protection continuelle de l'environnement, de la santé des citoyens et de leur habilité à participer efficacement à nos institutions démocratiques.

L'éducation est un investissement et devrait compter parmi les priorités fondamentales de tous les gouvernements. Cependant, les réductions considérables des crédits fédéraux au titre de l'enseignement postsecondaire veulent dire pour les universités «Mal vivre».

(Robert Léger est agent des relations avec les gouvernements de l'ACPU)

TORY RECORD/LE BILAN DU PC

Freedom of Information

Access to information: a litany of denials

Kerry Badgley

Simply put, the Tory record on granting access to government information has been a deplorable one. Despite the rhetoric of the 1984 election campaign, during which Mulroney criticized the Liberals for being "obsessed with secrecy," and despite his promise for a more open government, the Tories have been even worse than their predecessors.

As CAUT noted in 1988, there is a strange ambiguity about the Tory government. Although its ministers and senior civil servants are more accessible than their predecessors for interviews and consultation, the Conservatives are obsessed with secrecy about documentation. They appear to be fundamentally opposed to the spirit of the Access to Information Act despite its origins in the Conservative Party itself.

Little has changed since 1988. The government's use of access to information and privacy legislation has often resulted in frustrated researchers. Moreover, the Tories have routinely ignored the recommendations of the information commissioner, whose office monitors the performance of government institutions to which the two acts apply.

CAUT has submitted briefs on freedom of information since the 1970s arguing through the years that if democracy is to function properly, people must participate, and that they can only participate when they are informed.

CAUT has also argued that excessive fees discourage individuals and groups of limited means, that some bureaucrats look for ways to prevent documents from being released rather than finding ways to make them available, that some delays are unnecessary and, most importantly, that the information commissioner should have the power to make binding decisions subject to judicial review on refusals to grant access.

In 1986 the information commissioner took the Canadian Radio-Television and Telecommunications Commission (CRTC) to court for its failure to disclose minutes of a meeting between CRTC officials and a provincial deputy minister. By ruling in favour of the CRTC, a major blow was dealt to those seeking information because the head of the government institution was effectively given absolute discretion in what could be released.

Access to information and privacy legislation was subjected to Parliamentary review in 1987. Among other things, the review Committee found that both acts had major weaknesses, that the acts are generally unknown by both government and Canadian citizens, and that both acts should be extended to cover all Crown corporations.

Unfortunately, the government ignored all but 10 of the 108 recommendations. In fact, the government's response to the committee's recommendations, according to the information commissioner's 1987-88 annual report "undermined both the letter and the spirit of the...Act."

In 1989 Finance Minister Michael Wilson attempted to stonewall efforts by a journalist to obtain economic forecasts produced by his department. It was alleged that these documents would have indicated that Mr. Wilson was misleading the electorate during the 1988 election campaign when he stated that the deficit had been brought under control. It was only after the information commissioner threatened legal action that the documents were released.

The performance of former information commissioner Inger Hansen in these and other cases was admirable. In her annual reports the government was often assailed for its failure to comply with the legislation. She also charged the Tories with practically ordering civil servants not to release documents that could potentially embarrass the government.

However, Ms. Hansen's office lacked the power to force a government body to disclose information. This often left no alternative but to take the government to court.

The present information commissioner, John Grace, has argued that in the past too many access complaints wound up in court. He feels that litigation is too adversarial and that his role should be to mediate any conflicts.

As such, it is his intention, according to his annual report of 1990-91, "to give sweet reason every chance, and to hope that government institutions are as interested as he is to effect reasonable solutions..." without resorting to court. Given the Tory record since 1984, it is difficult to believe that he will meet with much success by adopting this strategy.

Some cases before the courts remain unresolved. One is currently in progress between the information commissioner and the Government of Canada over the government's refusal to release some 30 national unity polls.

For those who use the National Archives of Canada, access to information and privacy legislation has erected needless barriers by, for example, requiring the researcher to prove that an individual mentioned in any government document has been dead for 20 years or more, or born more than 110 years ago. This is often impossible to prove.

In addition, unless a researcher is willing to go through an involved process, he or she has to wait 92 years before a manuscript census is made available. Next year, researchers will have unlimited access to the 1901 manuscript census.

Even more disquieting is that the National Archives has recently contemplated charging fees for search and preparation time over and above the five "free" hours of time paid for by the initial $5 fee. If such fees do come about, it will effectively create a two-tiered system; one for those who can afford the extensive review process, and one for those (graduate students, for example) of limited means.

Moreover, archival documents many years old and not sensitive in any meaningful way have been removed under the legislation. The struggles of Professor Gregory Kealey provide an excellent example of how outlandish some sections of the act really are.

In the early 1980s Kealey was frustrated in his attempts to obtain information regarding the 1919 Winnipeg General Strike. More recently, he fought to have the CSIS finding aid or index made available (albeit in severed form) and tried, unsuccessfully, to have departments specify directly on the severed document which exemptions have been used.

In its efforts to stress the importance of freedom of information, CAUT has often joined with other organizations, such as the Social Science Federation of Canada and the Canadian Historical Association, in calling for amendments to the act so as to facilitate releasing information. Judging by the Tory record on this matter, such efforts will have to continue.

(Kerry Badgley is a graduate student in the Department of History at Carleton University.)

John Grace
Information Commissioner/
Commissaire à l'information

La liberté d'information

Le bilan des Conservateurs en matière d'accès à l'information gouvernementale est déplorable. Malgré les promesses de la campagne électorale de 1984 et d'une plus grande transparence, ce parti s'est comporté de manière pire que son prédécesseur. Les Conservateurs semblent fondamentalement opposés à l'esprit de la Loi sur l'accès à l'information. L'utilisation que le gouvernement a fait de cette législation a abouti à fruster les chercheurs. De plus, il a ignoré avec constance les recommandations du Commissaire à l'information.

L'ACPU présente des mémoires sur la liberté d'information depuis les années 1970, car la démocratie exige des citoyens informés. La loi sur l'accès à l'information et celle sur la protection des renseignementrs personnels ont été examinées en 1987 par un comité parlementaire qui a conclu que les deux comportaient de nombreuses faiblesses et qu'elles sont généralement inconnues tant du gouvernement que des citoyens.

L'ACPU s'efforce de souligner l'importance de la liberté de l'information de concert avec d'autres organismes : la Fédération canadienne des sciences sociales et l'Association historique du Canada. Si on en juge par le bilan du PC, il va falloir continuer à pousser à la roue.

(Résumé rédigé par Monique Landa, traductrice, ACPU)

Statut de la femme

suite de la page 18

Conservateurs de s'occuper de préoccupations majeures, particulièrement en matière de garde d'enfant. Par exemple, le gouvernement avait promis d'instaurer un programme fédéral avant la dernière élection puis, avec beaucoup de cynisme, il a oublié cette promesse dès qu'il s'est trouvé au pouvoir. Il a affirmé qu'il n'y avait pas d'argent pour ce faire; or, il n'a eu aucune difficulté à en trouver soit pour des hélicoptères militaires ou pour renflouer la Central Guaranty Trust.

Il est difficile de voir comment il pourrait y avoir une véritable équité en matière d'emploi sans programme efficace de garde d'enfant. Il est tout aussi clair que l'équité dans l'emploi ne pourrait être concrétisée que si les gouvernements permettent l'accès à l'enseignement postsecondaire qui est nécessaire dans tout processus de promotion sociale. Toutefois, le bilan du gouvernement est déplorable, ainsi qu'on peut le lire ailleurs, car il comporte des coupures systématiques dans les paiements de transfert aux provinces depuis 1986 et ces coupures vont se maintenir pendant plusieurs années encore.

Les Conservateurs ne sont pas, non plus, pressés d'imposer des obligations aux employeurs, en particulier dans le monde des affaires, mais également aux universités. Par exemple, la Loi sur l'équité en matière d'emploi a été adoptée en 1986. C'était un premier pas important, mais la législation manquait de pouvoir. Le gouvernement a créé un processus d'examen formel de cette loi au cours de la dernière année, pour, en fin de compte, choisir de n'y apporter aucun changement significatif. De plus, le comité en cause ne comportait aucune représentation des minorités visibles, des peuples autochtones ou des personnes handicapées, alors que leurs préoccupations formaient partie des attributions.

Cet incident, ainsi que la controverse sur les membres de la commission chargée d'étudier la violence contre les femmes, semble indiquer que les Tories se font une certaine idée des femmes (que beaucoup d'autres gens partagent) qui semble ne comprendre que les femmes de race blanche : ils oublient que la moitié des minorités visibles, des membres des Premières nations et des personnes handicapées sont des femmes.

Il importe que le gouvernement fédéral veille à pratiquer une politique d'inclusion plutôt que d'exclusion et les Conservateurs semblent avoir des difficultés à y parvenir.

(Janice Drakich est membre du Comité du statut de la femme de l'ACPU)

Status of women

continued from page 18

changes in the legislation. Furthermore, the committee concerned had no representatives from visible minorities, native peoples or persons with disabilities although their concerns were part of the mandate.

This incident along with the controversy over the membership of the commission to study violence against women suggest that the Tories have a conceptualization of women (shared by many others) that seems only to include white able-bodied women, forgetting that half of the visible minorities, First Nations and persons with disabilities are also women.

It is important that the federal government practice a policy of inclusion rather than exclusion. The Conservatives seem to have trouble achieving this.

(Janice Drakich is a member of the CAUT Status of Women Committee)

Thousands of Canadians are waiting for the gift of a life-saving transplant. The Kidney Foundation of Canada urges you to sign an organ donor card.

Call for Nominations

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, and three Members-at-large. Nominations are also being sought for election to positions on the three CAUT Standing Committees: Academic Freedom and Tenure — two vacancies; Librarians — three vacancies and the Person Chairing; and Status of Women Committee — two vacancies and the Person Chairing. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1993.

Term of Office

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Person Chairing the Librarians' Committee is one year and for the Person Chairing SWC is two years. The term of office for members of CAUT Standing Committees is three years.

Nomination Procedure:

Nominations should be sent to: Professor Robert Kerr, Person Chairing, Elections and Resolutions Committee, CAUT, Suite 308, 294 Albert Street, Ottawa, Ontario
K1P 6E6

They should include:

A letter of nomination. A brief statement of why the nominator feels the nominee is qualified to serve. The agreement of the nominee to serve if elected.
A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and, for nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Nomination deadlines:

Academic Freedom and Tenure Committee, January 7, 1993
Librarians Committee. January 7, 1993
Status of Women Committee, January 7, 1993
All other nominations, March 31, 1993 if possible

Description of Positions

The President

Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President

Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President witb his or her responsibilities.

Committee Members

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or sbe is nominated. Nominees for the Person Chairing normally must have served at least one year on the Committee.

Sollicitation de candidatures

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: président(e), vice-président(e) et trois membres ordinaires de l'ACPU. En outre, nous sollicitons des candidatures à des postes aux trois comités permanents de l'ACPU: deux postes au Comité de la liberté universitaire et de la permanence de l'emploi, trois postes à celui des bibliothécaires et celui de la présidence, deux postes au Comité du statut de la femme et celui de la présidence. Les membres affiliés individuels et les membres associés de l'ACPU ont le droit de présenter des candidatures.

Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1993.

Mandat

Le mandat du président ou de la présidente, du vice-président ou de la vice-présidente de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la personne qui préside le comité des bibliothécaires est d'un an et celui de celle qui préside le comité du statut de la femme est de deux ans. Le mandat des membres des comités permanents de l'ACPU est de trois ans.

Méthode de mise en candidature:

Il faut envoyer les candidatures à: M. Robert Kerr, Président, Comité des élections et résolutions, ACPU, Bureau 308-294, rue Albert, Ottawa (Ontario) K1P 6E6

Les pièces suivantes doivent accompagner les mises en candidature:

Une lettre de mise en candidature. Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues. L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e). Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPU, disponible auprès des associations de professeurs ou de l'ACPU et, pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Date limite des mises en candidature

Le Comité de la liberté universitaire et de la permanence de l'emploi, le 7 janvier 1993
Le Comité des bibliothécaires, le 7 janvier 1993
Le Comité du statut de la femme, le 7 janvier 1993
Toutes les autres mises en candidature, le 31 mars 1993 si possible

Description des postes

Le(la) président(e)

La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

Le (la) vice-président(e)

La personne élue est responsable, en particulier, du programme des publications de l'ACPU et, en tant que dirigeant supérieur, elle aide le(la) président(e) à s'acquitter de ses responsabilités.

Les membres des comités

Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée. Les candidat(e)s à la présidence de comités doivent normalement y avoir siégé pendant au moins un an.

RRIF Rules are changing

Changes to the rules for Registered Retirement Income Funds (RRIF), announced in connection with the federal budget earlier this year, are scheduled to come into affect in January 1993. The changes could significantly impact retirement plans of faculty members. The changes set new minimum withdrawal amounts as well as increase the required payments from the shelter before age 78.

A RRIF is a tax shelter that essentially acts as the successor to a Registered Retirement Savings Plan. After age 71, individuals may no longer contribute to a RRSP. They can, however, transfer virtually all of their RRSP and other eligible investments into a RRIF. A RRIF may be opened at any age, but normally there is little advantage in doing so prior to retirement. No new contributions can be made to a RRIF, only funds or investments already in a RRSP or other registered plan can be transferred into one. Once a RRIF is opened, owners must begin withdrawals beginning the following year, which are taxed as income.

Beginning in 1993 the Federal government has set new minimums for withdrawals from a RRIF. The new minimum withdrawals are higher in the early years, but then drop from age 78 through 100 plus. As the accompanying chart shows, the new RRIF rules will allow people who live beyond age 90 to have a lifetime stream of income. However, higher minimum payments will also create more taxable income in the earlier years. According to some experts this makes the RRIF less attractive as a retirement income vehicle.

An important aspect of the changes to the rules affecting the RRIF is that RRIFs in place by the end of 1992 have a double advantage. They will follow the old rules until the younger spouse is 77, then switch to the new rules. However, individuals cannot add funds to their RRIF after the end of 1992 or the whole fund will convert to the 1993 rules. One option to avoid this is to create a separate RRIF next year following the same rules.

If you are 70 and planning to purchase a RRIF in 1993, it would be to your advantage to act before the end of the year. By so doing, you will lower your minimum payment for the next seven years. Although you will have to take your first withdrawal a year earlier, your tax-free interest growth will compensate for that.

Additionally, your funds will grow faster following the pre-1993 rules.

If you have any further questions concerning RRIFs and how they work, we would urge you to contact a professional financial adviser.

Minimum required RRIF withdrawals

Age	Existing rules	New rules
	(per cent)	
71	5.26	7.38
72	5.56	7.48
73	5.88	7.59
74	6.25	7.71
75	6.67	7.85
76	7.14	7.99
77	7.69	8.15
78	8.33	8.33
79	9.09	8.53
80	10.00	8.75
81	11.11	8.99
82	12.50	9.27
83	14.29	9.58
84	16.67	9.93
85	20.00	10.33
86	25.00	10.79
87	33.33	11.33
88	50.00	11.96
89	100.00	12.71
90	0.00	13.62
91	0.00	14.73
92	0.00	16.12
93	0.00	17.92
94	0.00	20.00
95	0.00	20.00
96	0.00	20.00
97	0.00	20.00
98	0.00	20.00
99	0.00	20.00
100+	0.00	20.00

Culture

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government if the accord had been approved.

We are pleased that "the federal government should retain responsibility for national cultural institutions, including grants and contributions delivered by these institutions." This was, in fact, the gist of a resolution adopted by the CAUT Board in September 1991.

Federal Institutions

There are a number of federal institutions and organizations that play an important role for the university community because of the essential services they provide or because they form an integral part of the creative and research work of the university community.

CAUT recommends that in future constitutional amendments structures and institutions such as Statistics Canada, the National Library, the Canadian Institute for Scientific and Technical Information, Public Archives and the national museums and cultural institutions be maintained and promoted.

Conclusion

While there have been reductions in funding in real terms, the federal government is continuing to target cultural activities by taxing them. Culture, which was previously viewed as a public good, is increasingly becoming a private good, a private benefit. In short, the federal government's policy is to privatize culture.

(Robert Léger is Government Relations Officer at CAUT.)

MEN WORKING TO END MEN'S VIOLENCE AGAINST WOMEN

GET INVOLVED.

Women everywhere in Canada live in fear of violence. The White Ribbon Campaign is an effort by men to break the silence on this issue, and make a difference. By wearing a White Ribbon December 1 to 6, leading up to the commemoration of the Montreal Massacre, we help focus the reflection, discussion and commitment which can lead men to join women in taking responsibility for ending men's violence against women.

The White Ribbon campaign needs your financial support, and invites you to help start a White Ribbon Committee in your workplace, school, place of worship or community.

GET INVOLVED.
1-800-263-6276
IN TORONTO
416-596-1513

WHITE RIBBON CAMPAIGN

TRIBUNE LIBRE / COMMENTARY

The Best Response to the Under-Funding Crisis

by Duncan Cameron

La démarche ordinaire des universités canadiennes au cours des années 1990 a été de prétendre qu'une meilleure compréhension de ce qu'est la fonction des universités amènera le public à leur accorder plus de soutien et, en fin de compte, plus d'argent pour l'enseignement et la recherche. Je conviens que le soutien du public est essentiel à l'amélioration du financement, mais je doute beaucoup du bien fondé d'une campagne de relations publiques qui se baserait sur les pratiques actuelles dans les établissements universitaires.

Je crois que les Canadiens se font une image assez juste de ce qui se passe dans les universités. Le problème se situe dans le fait que les universités ont négligé de répondre aux besoins des collectivités qu'elles servent et que le moment est venu pour elles de payer les conséquences de cette négligence. Des administrateurs au verbe convaincant ne pourront vraisemblablement pas renverser cette situation.

When I studied political science at the University of Alberta in the early 1960s, there was an excellent course on the United Nations given by the late King Gordon, but there were no courses on either provincial or municipal politics in Alberta. Today, as I hear the talk of chronic under-funding of our institutions, and share the dismay that the worst is yet to come, I can't but think that we are poorly served by those who blame the shortsightedness of governments for this sad state of affairs. I suspect, rather, that universities are themselves responsible, and that if current practices are continued things are going to get worse, not better.

The standard approach of the Canadian university in the early 1990s is to argue that a better public understanding of what universities do will lead to more public support and ultimately to more money for teaching and research. I agree that public support is essential to better funding but have grave doubts about a public relations campaign based on current doings in the academy.

I think Canadians have a fairly accurate picture of what goes on in the university. Where the problem lies is that the universities have neglected the needs of the communities they serve and are now being made to pay for that neglect. Administrators with a sales pitch are unlikely to reverse this state of affairs.

With many other, I hold the classic view of a university as a community of scholars, dedicated to intellectual life in the 2,500-year-old tradition of independent critical thought. Central to this tradition are the value of pursuing knowledge for its own sake, sharing the spirit of independent inquiry with younger minds, and participating in the debate and discussion of the age on all manner of subjects within the purview of human intelligence. While the value of a classic university may not be self-evident, it can be defended and advanced within any community. In troubled times, when society has less of a sense of itself or of its direction, the case for this unique institution gets better, not worse; especially when people can see what it means to their own community.

What I see in the Canadian university of today is administrations that encourage subservience to the powers-that-be in society, students being treated as if they were serving some form of professional apprenticeship, and many faculty ignoring their citizenship in the communities that sustain them.

Rather than promote the values of scholarly community, university administrations seem to see themselves running some sort of industrial enterprise. This is just a few short mental steps away from accepting the logic of knowledge as production, students as output, and research facilities as for hire or sale. Faced with this appalling distortion of all they hold dear, faculty adopt survival strategies. While sadly, some become gung-ho intellectual industrialists, many adopt what Raymond Williams described as akin to a retreat into caves, where an attempt is made to keep the flames of civilization burning, until the barbarians go away. Others (including Williams himself) decide to go outside the university and see just what this modern barbarianism looks like from close up.

Students are unlikely to be fooled into thinking that universities that welcome them into a makeshift factory to do some brainwork have the students' best interests at heart. After being lined up to register, and herded into classrooms, who can blame them if getting together to figure out how to finesse their course requirements becomes the ultimate form of intellectual exchange. Coursework leads to a degree, and with luck, a job, and no one should sneer at that. But the freedom to think and develop intellectually is left to happenstance. It may, or may not, be a by-product of the process. And one thing is sure, respect for the individual intellect is not at the centre of it.

If we know anything about how people learn, it is that they learn mostly from one another. Dividing faculty into departments and subjecting them and their students to bureaucratic tyranny hardly seems the best way to develop scholarly community. Is it any wonder that many faculty resist all forms of so-called administrative duties, or want out of teaching large, impersonal undergraduate classes, or, finally, take refuge at home to escape an unacceptable working environment? That academic life survives at all is a tribute to the attraction it holds for those with scholarly gifts. And, frankly, that's not good enough.

Society has never had a greater need for those who spend their lives in the debate and discussion of what is acceptable and unacceptable truth, what is good and bad science, and what are the significant questions and issues that face us all. In Canada, public debate is dominated by what Václav Havel has called "the dictatorship of partisanship." Large corporations have organized themselves to make us believe that their problems are our problems. Before the follies of modern (or should that be post-modern?) life it is not too much to expect that university faculty cultivate their citizenship, that they act and participate in the community, not as oracles or as those whose knowledge should confer power, but rather as critical individuals with modes ambitions, such as shedding light where little has been shed before, and adding to the sum of public, not private, knowledge.

University administrators who take up with local notables and then encourage academic piece-work by faculty for corporations deserve to be shamed. Let's make sure they spend most of their time with students, listening to their concerns, and responding to them, instead of mainly meeting with each other. The study of subjects of Canadian and community interest should be privileged by faculty. And, yes, academic and scientific research, especially when it leads to new discoveries is, and has always been, by its very nature, subversive of the established order. Let's get on with it.

Today, at the University of Alberta you can study the politics of the province and of the city of Edmonton. A year after graduation, I found myself serving on the Canadian delegation to the United Nations, as a junior advisor, where my coursework stood me in good stead. In Ottawa, I got to know King Gordon personally. I read about his dismissal from a University faculty, for "political" activity. I'd like to think that there are many prepared to exercise the academic freedom that he unjustly lost.

(Duncan Cameron has taught political science at the University of Ottawa since 1975. He is editor of the Canadian Forum magazine and President of the Canadian Centre for Policy Alternatives.)

The views expressed are solely those of the author and not of CAUT. Les articles reflètent l'opinion de leurs auteurs uniquement.

Culture

Le financement des arts et de la culture

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auraient ramené à l'ère victorienne. Mais le leadership conservateur n'était pas réellement intéressé par de telles mesures. Le but du débat était d'apaiser les membres du caucus d'extrême droite tout en ne faisant rien. La récente décision de la Cour suprême sur l'obscénité devrait enlever la question de l'ordre du jour politique.

Radio Canada et la CBC

La communauté universitaire est, et a toujours été, intéressée par Radio Canada. Dans les années 50, l'ACPU écrivait dans un mémoire sur la radiodiffusion qu'il était dans l'intérêt de la communauté universitaire, et en particulier des étudiants de pouvoir bénéficier d'une radio culturelle de qualité.

Radio Canada n'est plus seule dans le domaine culturel, mais demeure malgré tout une agence culturelle clé tout en jouant toujours un rôle majeur au niveau des nouvelles et des analyses de l'actualité. Les Conservateurs ont longtemps été hostiles à Radio Canada et à la CBC. Cela s'est traduit par des coupures en termes réels depuis 1984.

Droit d'auteur

Pendant le mandat du gouvernement de M. Mulroney, les Conservateurs ont décidé de modifier la législation fédérale en matière de droit d'auteur. Ils ont pris la décision d'apporter ces modifications en deux étapes. La première consistait à établir des droits plus clairs pour les auteurs. Cette mesure a été dûment adoptée. Toutefois, la deuxième phase, qui devait traiter des droits des utilisateurs, n'a jamais vu le jour malgré les promesses répétées des ministres en cause.

La TPS et la culture

Si l'Entente de libre échange n'a pas semblé affecter nos industries culturelles, il n'en est pas de même pour la TPS. Non seulement la taxe sur les produits et services (TPS) s'applique-t-elle aux livres, nuisant ainsi à l'industrie de l'édition canadienne, mais aussi à nos billets de spectacle de tous genres. Que ce soit l'opéra, le théâtre, la musique; tous sont touchés. Comme le disait Allan Gotlieb, le président du Conseil des arts, en décembre 1991, au Comité permanent des communications et de la culture:

Les prix des billets, qui comprennent maintenant la TPS, ont atteint le maximum que le public peut payer. Bien des gens achètent des places moins chères, ce qui se répercute sur le total des recettes des organismes.

La culture et la nouvelle entente constitutionnelle

Le texte portant sur la culture de l'entente constitutionnelle de Charlottetown est suffisamment court pour le reproduire en entier:

29. La culture

«Les provinces devraient avoir compétence exclusive sur les questions culturelles sur leur propre territoire. Cette compétence devrait être reconnue au moyen d'une modification constitutionnelle explicite reconnaissant également que le gouvernement fédéral continuerait d'avoir des responsabilités touchant les questions culturelles canadiennes. Le gouvernement fédéral devrait conserver sa responsabilité à l'égard des institutions culturelles nationales, y compris à l'égard des subventions et des contributions accordées par celles-ci.

Le gouvernement du Canada s'engage à négocier avec les provinces des ententes culturelles qui visent à leur assurer la maîtrise-d'oeuvre de la culture sur leur territoire, et qui s'harmonisent avec les responsabilités fédérales. Ces changements ne devraient pas porter atteinte à la responsabilité fiduciaire fédérale à l'égard des Autochtones. Les dispositions de non-dérogation concernant les peuples autochtones exposées au point 40 s'appliqueront à la culture.»

Ce qui est clair, c'est que ce n'est pas clair..! Tout ce qu'on peut déduire, c'est que la responsabilité du domaine culturel aurait été partagée entre les deux ordres de gouvernement, si l'entente avait été acceptée.

Nous sommes heureux que «le gouvernement fédéral devrait conserver sa responsabilité à l'égard des institutions culturelles nationales, y compris à l'égard des subventions et des contributions accordées par celle-ci.» Cela va dans le même sens qu'une résolution votée par le Conseil de l'ACPU de septembre 1991.

Institutions fédérales

Il existe un certain nombre d'institutions et d'organismes fédéraux qui jouent un rôle capital pour la collectivité universitaire en raison des services essentiels qu'ils fournissent ou parce qu'ils font partie intégrante des travaux de création et de recherche de la collectivité universitaire.

L'ACPU recommande que, en vertu de futures modifications constitutionnelles, les structures et les institutions tels Statistique Canada, la Bibliothèque nationale, l'Institut canadien de l'information scientifique et technique, les Archives nationales ainsi que les musées nationaux et les institutions culturelles soient maintenus et mis en valeur.

Conclusion

Pendant qu'on réduit les fonds en termes réels, le gouvernement fédéral continue la ponction sur les activités culturelles en les taxant. La culture vue auparavant comme un bien public devient de plus en plus un bien privé, un bénéfice privé. En gros, la politique du gouvernement fédéral: privatiser la culture.

(Robert Léger est agent des relations avec les gouvernements de l'ACPU.)

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For information, applications, participants' endorsements, write to FEC, 952 Virginia Avenue, Lancaster, PA 17603, USA or call 717-393-1130.

CLASSIFIEDS/ANNONCES CLASSÉES

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 – 14th. St. N.W., Washington, DC 20005; tel: 202-737-5900.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél:(202) 737-5900.

CAUT/ACPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs of affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la reception des demandes avant le 30 du mois de publication.

L'Éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énoncant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigènes, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

ACCOUNTING

BROCK UNIVERSITY. Tenure track positions are available (subject to budgetary approval), effective July 1, 1993, for faculty with interests in Accounting (auditing, managerial, tax, and financial accounting). Candidates with Ph.D. in hand or near completion, who are interested in teaching and research, are invited to apply. Rank is dependent on qualifications and experience, and salary is competitive. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Please submit your application, with a curriculum vitae and the names of three referees to Robert Welch, Chair, Department of Accounting and Finance, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Smoking at Brock University is strictly controlled.

SAINT MARY'S UNIVERSITY - Accounting. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September 1, 1993 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Dick Chesley, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5455. Closing date: February 1, 1993.

AGRICULTURE/LAW

THE UNIVERSITY OF SASKATCHEWAN invites applications for an Agricultural Law Chair in Sustainable Agriculture. This new Chair is to be established as a result of the University's successful application to the Tri-Council Eco-Research Program. The appointment, for up to five years, will be effective no later than July 1, 1993. The successful candidate will have post-graduate qualifications in law, and demonstrated expertise and experience in agriculture. He or she will be expected to actively research, and to lead an interdisciplinary team dedicated to environmental teaching and research. The focus of the Chair will be on a "great plains land use ethic": a land ethic which incorporates the fundamental tenets of sustainable agriculture as outlined in the Brundtland Report (Our Common Future) as reflected in Canada's Green Plan initiatives. The successful candidate will advise and participate in the development of the Chair's teaching program in the College of Agriculture, the College of Law and related units at the University of Saskatchewan. He or she will be expected to lead in the development of an innovative, scholarly research program, and to collaborate with other researchers, decision makers and appropriate groups in the public and private sector. Remuneration will be commensurate with qualifications and experience, and within the salary ranges of the more senior academic appointment ranks at the University of Saskatchewan. Further inquiries may be directed to Dean John Stewart, College of Agriculture, or Dean Peter MacKinnon, College of Law, University of Saskatchewan, Saskatoon, Canada S7N 0W0. Applications, including the names of three referees, should be submitted by January 15th, 1993 to Deans Peter MacKinnon and John Stewart, Co-Chairs, Joint Agriculture-Law Recruiting Committee, c/o College of Law, University of Saskatchewan, Saskatoon, Canada S7N 0W0. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates, including Aboriginal people, persons with disabilities, visible minorities and women.

ANAESTHESIA

UNIVERSITY DF TORONTD - The Toronto Hospital. Anaesthatist with FRCP(C) experienced in cardiac anaesthesia, organ transplantation and critical care is required. Formal post graduate training (minimum 1 year) in cardiovascular physiological research with expertise in data analysis and statistics is essential. Salary commensuraate with training and experience. Last day for application - November 30, 1992. Apply to: Dr. A. Sandler, Chief, Dept. of Anaesthesia, Toronto General Division, The Toronto Hospital, 200 Elizebeth Street, Toronto, Ontario M5G 2C4. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal people and persons with disebilities in accordance with Canadian Immigration requirements. This advertisement is directed to Canadian citizens and permanent residents.

ANATOMY

UNIVERSITY OF SASKATCHEWAN - Cell Biologist/Histologist. The Depertment of Aratomy, College of Medicine, University of Saskatchewan, Saskatoon, Canada, invites applications for two tenure-track faculty appointments at the rank of Assistant Protessor. The appointees will participate in the cell biology and histology teaching programs of the department and teaching experience in these areas is desirable. Applicants for both positions must have postdoctoral training and active research programs in cell biology or the anatomical sciences. The successful candidates will be expected to actively contribute to graduate courses and training in their areas of research specialty. The Department has excellent facilities for research utilizing tissue culture, electron microscopy, cell and molecular biological techniques. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity. An application, including curriculum vitae, names of three referees, and a statement of proposed research and previous teaching experience should be submitted by 31 Decembei, 1992 to: Dr. G.D. Burkholder, Department of Anatomy, University of Saskatchewen, Saskatoon, Saskatchewan S7N 0W0, Canada.

UNIVERSITY DF SASKATCHEWAN - Cell Biologist/Histologist - The Oepertment of Anatomy, College of Medicine, University of Saskatchewa, Saskatoon, Canada, Invites applications for two tenure-track faculty appointments at the rank of Assistant Professor. The appointees will participate in the cell biology and histology teaching programs of the department and teaching experience in these areas is desirable. Applicants for both positions must have posidoctorel training and active research programs in cell biology or the anatomical sciences. The successful candidates will be expected to actively contribuie to graduete courses and training in theli areas of research specialty. The Department has excellent facilities for research utilizing tissue culture, electron microscopy, cell and molecular biological techniques. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity. An application, including curriculum vitae, names of three referees, and a statement of proposed research and previous teaching experience should be submitted by 31 Decembei, 1992 to: Dr. G.D. Burkholder, Department of Anatomy, Saskatoon, Saskatchewan S7N 0W0 Canada.

ANIMAL SCIENCE

UNIVERSITY DF ALBERTA - The Oepertment of Animel Science at the University of Alberti invites applications for a full-time, tenure-track faculty position in the field of Animal Biochemistry/Molecular Biology. The appointment is intended to complement present Faculty in related areas such as Biochemistry, Physiology, Nutition, Metebolism, and Growth. This successful candidate will be required to establish an independent research program and will have a strong commitment to teaching at the undergraduete and graduate levels in aspects of Molecular Biology oi Biochemistry which relate to Animal Agriculture. Research disciplines may include biochemical or molecular aspects of metabolism, physiology, digestion or growth in Agricultural important animals, particularly ruminants. Applicants must have a PhD degree in Animal Biochemistry, Molecular Biology or a closely related area. One or more yeaas of post-doctoral and/or teaching experience essential. The appointment will commence July 1, 1993. The current salary range (Assistant Professor, 1992-93 schedule) is $40,035 to $57,003, plus benefits. Closing date for applications is Decembei 31, 1992. In accordance with Canadian Immigration requitements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including C.V., transcripts and the names and addresses of three referees, should be sent to Dr. R.J. Christopherson, Acting Chei, Department of Animal Science, Faculty of Agriculture and Forestry, University of Alberta, Edmonton, Alberta, T6G 2P5 (phone 403-492-3235; Fax 403-492-9130). The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

ANTHROPOLOGY

SIMON FRASER UNIVERSITY - Sociology and Anthropology Department. Applications are invited from qualified Anthropologists for a tenure-track position at the Assistant Professor rank. Starting date: September 1st, 1993. Main field: Contemporery Canadian Aboriginal Issues. Other requirements: ability to teach courses in core areas of Anthropology and the ethnography of Canadian aboriginal peoples. Letter of application, curriculum vitae and names and addresses of three referees should be sent to Dr. Michael Howaid, Chair of the Appointments Committee, Department of Sociology and Anthropology, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada. Deadline for applications: November 30th, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. The appointment will be subject to budgetary approval.

THE UNIVERSITY DF WESTERN ONTARIO - The Department of Anthropology, University of Western Ontario, invites applications for a probationary tenure tieck full-time appointment in Anthropological Linguistics at the Assistent Professor level. Applicants must have the Ph.D., and should heve an active research and publication record and teaching experience. The preferred applicant will be able to teach the ethnography of Canadian Native Peoples and a variety of linguistic courses; a Native language would be desirable. The current salary floor for assistant professor is $38,475. Subject to budget approval positions normally commence on July 1, 1993. Applicants should send a curriculum vitae and the names of three referees, before January 1, 1993 to Di. Regna Darnell, Chair, Oepartment of Anthropology, University of Western Ontario, London, Dntelo N6A 5C2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuels including women, members of visible minorities, aboriginal persons, and persons with disabilities.

APPLIED MATHEMATICS

YDRK UNIVERSITY. Faculty of Arts. Department of Mathematics and Statistics. Applications are invited for a tenure-track position (junior level), to commence July 1, 1993, subject to budgetary approval. The successful candidate will be expected to engage in research in numerical analysis and to play an active role in the Applied Mathematics section of the department. Applicants must have a completed PhD and a proven research and teaching abilities. Applicants should send a resume, and arrange for three letters of recommendation to be sent directly, to: Prof. Georges Monette, Chai), Department of Mathematics and Statistics, Faculty of Arts, York University, North York, Ont. M3J 1P3. Fax: (416) 736-5757. E-mail: mathstat@vml.yorku.ca. Deadline for applications is January 15, 1993. York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ARCHITECTURE

THE UNIVERSITY OF MANITOBA. Applications are invited for a tenure track appointment at the Assistant Professor rank for the Departments of Architecture and City Planning. Appointment to begin July 1, 1993. Candidates must heve a professionel degree in Architecture with advencad studies in City Planning and Computer Aided Design. Cendidates should hold at least a Master's degree in Architecture or City Planning. Teaching experience is required. Salary will be commensuiate with qualifications and experience. The successful candidate must be qualified to teach design studio, Computei Aided Design, and Computer Aided Planning courses. He/She will meinlain e centrol role in the development and organization of a Faculty computer center and should therefore have previous experience in dealing with Industry. The successful candidate will also develop and deliver training programs, direct service contracts emploving CAD, and be responsible for prepaiing service contract applications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment, seve for specially designated areas. Priority consideration will be given to Canadien citizens and permanent residents. Submit curriculum vitae and three letters of reference to: Dr. Mario E. Carvalho, Associate Dean, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 before Decembei 31, 1992.

TECHNICAL UNIVERSITY DF NOVA SCOTIA. Position: The Technical University of Nova Scotia invites applications for a full-time tenure track position in the Faculty of Architecture. Qualifications and Requirements: All applicants should heve graduate academic credentiels, preferably at the Doctoral level, eligibility for membership in the Canadian Institute of Planners, and broad iesearch and practice experience in community development, with a focus on cultural and environmental aspects. The successful candidate will teach primarily within the planning program, in planning studios, and graduate theses, and would be expected to contribute to the graduate programs of the Faculty at the thesis level. The planning progiem is one of the two profiessional programs within the Faculty. It enjoys a close working relationship with other graduale programs and is recognized by CIP. Application: Please send curriculum vitae with names of three referees by November 30, 1992 to: Dr. E. Baniassad, Dean, Faculty of Architecture, Technical University of Nova Scotia, P.D. Box 1000, Halifax, Nova Scotia B3J 2X4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ART HISTORY

UNIVERSITY DF ALBERTA - Art History, Assistent Professor. Full-time tenure track (1992-1993 salary range $40,035-57,003 per annum, with excellent benefits package). July 1, 1993 appointment will be made at the floor of the range. Specialist in 20th century North American with an ability to teach 19th and 20th century Canadian undergraduete and graduete courses. The candidate should possess a strong critical and theoretical background, related teaching experience, together with a PhD completed or nearing completion, and evidence of publication in the field. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Apply with a letter of application, CV, graduete transcripts, samples of scholarly work, and three letters of recommendation to: Dr. Desmond Rochfort, Chairman, Department of Art and Oesign, 3-98 Fine Arts Building, University of Alberta, Edmonton, Alberta T6G 2C9. Closing date for applications is Decembei 15, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

NOVA SCOTIA COLLEGE OF ART AND DESIGN - Art History Division: Design and Craft Historien. Initial thee year appointment at the rank of Assistant or Associate Professor in the Art History Department, primarily to teach survey and seminar courses in the History of Design and Crafts. Preference will be given to candidates who have completed a Ph.D. or equivalent degree, have teaching experience and publications, and are able to teach courses in Art History or Cultural Theory and Criticism. Contract will commence July 1, 1993. Salary is dependant upon qualifications and according to the College salary gild. Address letter of application, Curriculum Vitee and names of thiee references before January 15, 1993 to: Scott MacDougall, Dean, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia B3J 3J6 Canada. In accordance with Canadian Immigation requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY - Art History. Tenure-track Assistant or Associate Professor, beginning Septembai 1, 1993. Raquiied: Ph.D. or professional equiva-

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lent, teaching experience, publications, and the ability to teach courses and supervise research at the undergraduate and graduate levels. Specialty in twentieth-century with emphasis on contemporary and Canadian art. Application deadline January 31, 1993, or until the position has been filled. Including curriculum vitae and names of three referees. Dr. Hans J. Boker, Chair, Department of Art History, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T6. In accordance with Canadian immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

BIOLOGY

McMASTER UNIVERSITY. 1. Research Assistant. 2. MSC (Teaching) degree with experience in diagnostic microbiology and teaching is desirable. 3. a. Testing environmental monitoring techniques for suitability in teaching them to undergraduates. b. Teaching undergraduates the above techniques. c. Liaising with community groups and environmental testing institutions in order to include them in the teaching and environmental monitoring process. d. Keeping records. 4. Salary: $22,000 per year plus benefits. 5. Position begins January 3, 1993, lasts 1 year and it is renewable up to 3 years depending on funding. 6. Applications will be accepted until November 30, 1992. 7. Contact Dr. G. Sorger, Dept. of Biology, LSB 529, McMaster University, Hamilton, Ont. L8S 9K1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY - The Department of Biology at McGill University invites applications for a tenure-track position at the Assistant Professor level in Plant Molecular Biology. The Department seeks candidates who have demonstrated research ability in the identification, isolation, and characterization of genes governing physiological and/or developmental phenomena in a genetically well characterized system. We are particularly interested in filling the position with a plant molecular biologist, but eppications from individuals working in other areas of molecular biology will be considered. The successful applicant will join a large (40 full-time faculty) and dynamic department with research strengths in cellular, molecular, and developmental biology, ecology, and neurobiology. The Department also has excellent technical facilities, including the McGill Phytotron and centres for photography, light and electron microscopy, biotechnology, and field stations. Applicants should hold the Ph.D. degree in biology or a related field, and demonstrate capacity for independent research. Duties will include carrying out research and participating in teaching at undergraduate- and/or graduate-level courses in cell and molecular biology. The position is available beginning 1 September, 1993. Please send CV, a statement of research interests, and representative reprints. Request three letters of reference. All materials should arrive by November 30, 1992. Send to: Prof. Robert L. Carroll, Chairman, Department of Biology, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec, Caneda H3A 1B1. The Department of Biology is also seeking candidates in the fields of Cell and Molecular Biology for the NSERC eponsored (Canadian) Women's Research Fellowship. Same deadline. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

BUILDING STUDIES

CONCORDIA UNIVERSITY. Centre for Building Studies. The Centre has an opening for a tenure-track faculty position. Applications are sought from candidates whose interests and expertise lie in the area of architectural engineering with emphasis on lighting and building environment. Successful candidates will have an architectural background with e Ph.D. or equivalent related to this area, accomplishments in terms of research publications and related experience. Ability to generate research funding is also an important criterion. Duties include teaching et graduate and undergraduate levels, supervision of M.A.Sc. and Ph.D. students end research. Although the language of instruction at Concordia University is English, bilingualism (English and French) will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete resume with three references to: Dr. P. Fezio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian requirements, first priority will be given to Canadian citizens and permanent residents. Concordia University is committed to employment equity and encourages applications from women, abonginal people, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority. Applications will be accepted until the position is filled.

CONCORDIA UNIVERSITY - Centre for Building Studies. A senior tenure-track faculty position has been established by Concordia University in the Centre for Building Studies to consolidate a team of researchers in the area of Indoor Environment to respond to the new challenges of designing, constructing or renovating and operating buildings with healthier interior environments which are more conducive to human activities. The candidate will work in an interdisciplinary team with e supporting infrastructure, and will participate in the development of new facilities and programmes in this area. The successful candidate will have e background in Indoor Air Quality and the resulting human health effects and ventilation and will have interests and expertise in establishing the relationship between the physical attributes of the indoor environment and occupant satisfaction and productivity. The ideal candidate will have a Ph.D. or equivalent in Applied Science, Engineering or other related discipline and will have significant research accomplishments and related experience. More junior applicants with the ability to generate research funding will also be given considereition. Duties include primerily research in the area of indoor air quality and supervision of graduate students. Bilingualism (English & French) will be an asset. Salary end rank are negotiable. Send e complete resume with three references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, first priority will be given to Canadian citizens and permanent residents. Concordia University is committed to employment equity and encourages eppllcations from women, aboriginal people, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority. Applications will be accepted until the position is filled.

BUSINESS

UNIVERSITY OF ALBERTA - Faculty of Business. Applications are invited for a senior position in the Department of Accounting and Management Information Systems in the area of management information systems. In addition to meeting qualifications, the eppointment will be to the CGA Chair or to a CGA Professorship and will be at either the associate or full professor rank. The appointee will be expected to provide intellectual leadership in research and development in the MIS area, and will be entitled to a discretionary allowance to assist in discharge of this responsibility. Salary is negotiable depending on experience and qualifications. An attractive and competitive package is made possible by the generosity of the Certified General Accountants of Alberta. The competition closes 15 February 1993. For further details, contact Jim Newton, Chair, Department of Accounting and Management Information Systems, Faculty of Business, University of Alberta, Edmonton, Alberte, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

BROCK UNIVERSITY - Management and Marketing. Applications are invited for e tenure track position in Business Policy (subject to budgetary approval) effective July 1, 1993. DBA or PhD in Business required. Applicants must have a Ph.D or be nearing completion of their dissertation to begin employment at the assistant professor level. An interest in e second eree such es International business is of particular interest. A commitment to undergraduate teaching and research is expected. Brock University is committed to a positive action policy aimed et reducing gender imbalance in faculty qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Please send your curriculum vitae and the names of three referees to Dr. Barbare Austin, Department of Management and Marketing, Faculty of Business, Brock University, St. Catherines, Ontario, L2S 3A1.

THE UNIVERSITY OF WESTERN ONTARIO - Western Business School; General Management and Operations Menegement Areas. Western Business School is Canada's premier business school, recognized worldwide for the quality of our management education. The School's major activities include: e highly regarded MBA program, e small and selective undergraduate program, a well-established doctoral program active in all major areas of management; as well es an expanding portfolio of programs for managers, including a newly established Executive MBA. The case method is used extensively. However, different methods and pedagogical innovation are encouraged. Excellence in teaching and course development is highly valued. The School supports faculty research dealing with issues of interest and relevance to practising managers. Our faculty is collegial and engages in interdisciplinary investigation es well es independent inquiry. Tenure track postings are available in the general management/business policy and operations management areas, beginning July 1, 1993. The positions are suitable for recent doctoral graduates, but we also encourage experienced candidates to apply, in confidence. A strong interest in relevant and the practice of management is required. Our faculty are encouraged to build relationships with the business community. An interest and ability in international business is desirable. The School is the editorial base for Journal of International Business Studies, and was host institution for the 1991 International Strategic Management Society Conference. All positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Applicants should send their Curriculum Vitae to Peter Killing, Associate Dean, Western Business School, The University of Western Ontario, London, Caneda, N6A 3K7.

UNIVERSITY OF VICTORIA, Victoria, B.C. The School of Business, created in 1969, is Canada's newest business school and offers a full-time undergraduate B.Comm. with majore in Entrepreneurship & Small Business, International Business, and Tourism Management. The School has e target enrolment of 630 students in the steady-state of operation and 35 faculty. A full-time graduate program commenced in 1992 with 100 students in the steedy-state. A mandatory cooperative education component is included for all students. School of Business - Assistant/Associate Professors. Applications are invited for tenure-track positions from candidates who are able to teach and have research interests in one or more of the following areas. Applicants should hold a doctoral degree or be near completion of a doctoral program. Entrepreneurship and Small Business Management; International Business Menagement/Trade (emphasis on Pacific Basin countries); Marketing Strategy/International Marketing; Finance/International Finance; HRM; Business Policy/Strategy. Appointments will take effect on July 1, 1993 or es soon as possible thereafter. Salary levels are very competitive and negotiable, dependent upon qualifications and experience. An excellent benefits package is provided with the University paying all retirement benefits, life insurance, and most health premiums. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Interested individuals should forward e resume and the names of three references to: Dr. David A. Boag, Director, School of Business, P.O. Box 3045, Victoria, B.C. Caneda V8W 3P4; Tel: (604) 721-8062; Fax: (604) 721-6067.

BUSINESS ADMINISTRATION

ALGOMA UNIVERSITY COLLEGE invites applications for a probationary appointment with the Department of Business Administration in the areas of Accounting, Professor or Human Resource Management. The appointment will be made at the rank of Lecturer or Assistant Professor. Salary will be commensurate with qualifications and experience. Minimum qualifications for the Accounting area are a graduate degree with a major in Accounting (e stress on the analytical and theoretical framework of Accounting is desirable) and a C.A. designation. Minimum qualification for the areas of Marketing or Human Resource Management is e Ph.D. in the respective or related disciplines. This appointment is subject to final budgetary approval. Applications will be accepted until the position is filled. In conformance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Applicants should send a current curriculum vitae, with references, to: Dr. Jong S. You, Acting Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4.

WILFRID LAURIER UNIVERSITY. Applications are invited for faculty positions in Accounting, Management and Organizational Behaviour, Marketing, Operations and Decision Sciences, and Policy, commencing 1 July 1993. Limited Term and Visiting Positions are available in these areas; Tenure Track positions are available in Accounting, Menegement and Organizational Behaviour, Marketing, and Policy. Depending on qualifications and experience, appointments will be made up to the rank of Associate Professor for positions in Accounting and Policy and up the rank of Assistant Professor for all others. The School of Business and Economics emphasizes a balance between teaching and research. Qualifications include Ph.D. or ABD with evidence of strong teaching and research potential. Specific areas of expertise sought for these positions include taxation and financial accounting for Accounting; organizational behaviour, organizational theory and human resources management for Management and Organizational Behaviour; communications, services marketing, and consumer behaviour for Marketing; operations management for Operations and Decision Sciences; and strategic management, entrepreneurship, small business management, international business for Policy. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies, welcomes applications from all qualified women and men, and provides a smoke free working environment. Applications accepted until positions are filled. Send applications to: Dr. Robert Ellis, Associate Dean of Business, School of Business and Economics, Wilfrid Leurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting and (ii) finance. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA. completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1993 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides e smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Commerce and Business Administration. Applications are invited in most areas including accounting; finance; urban land economics and real estate finance; applied economics (industrial organization and policy focus); and marketing. Appointments are available July 1, 1993 or January 1, 1994. As a minimum, applicants must be nearing completion of their Ph.D. dissertation. Other required qualifications include an interest in undergraduate teaching, e very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries should include a curriculum vitae and the names of three academic references and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, Vancouver, B.C. V6T 1Z2.

SAINT MARY'S UNIVERSITY - Business Administration & Commerce. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for tenure track and limited term appointments in Accounting, Commercial Law, MIS, Computing Science, Finance, Real Estate, Risk/Insurance Management, Human Resource Management, Marketing and Management. The positions will commence September 1, 1993 pending budgetary approval. Successful candidates must have strong research and teaching credentials with e PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and e PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Paul S. Dixon, Acting Dean of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5455. Closing date: February 1, 1993.

DUEEN'S UNIVERSITY, School of Business invites applications for one position in each of the following: Financiel Accounting; Marketing; Policy and Strategy. The Financial Accounting and Marketing positions require a doctoral degree, an established research record and a clear indication of the ability to provide leadership in our Ph.D. Program in Management. These appointments will be at the Associate or Full Professor level. The Policy and Strategy position requires a Ph.D. degree or near completion of studies toward one. A commitment to teaching and research in this vitel area within our undergraduate and MBA programs is mandatory as is the potential to contribute at the Ph.D. level. Appointment will likely be at the Assistant or Associate Professor level. The School of Business is committed to excellence in both research and teaching. Normally, faculty members are expected to be involved in the undergraduate, master's and Ph.D. programs. In accordance with Canadian Immigretion requirements, priority considerations will be given to Canadian citizens and permanent residents. Dueen's University has an empioyment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. In all cases salery will be commensurate with qualifications and experience although the positions are subject to budgetary approval. The effective date for the appointments is July 1, 1993. Applications will be accepted until positions are filled but should be submitted, including the names of three referees, by December 31, 1992 to: W.E. Mikes, Acting Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 (Fax: (613) 545-2013).

ELECTRICAL ENGINEERING

Applications are invited for a tenure-track position at the Assistant or Associate Professor rank in Electrical Engineering at Memorial University of Newfoundland in the area of Power Apparatus and Systems. The appointment is effective May 1, 1993. Applicants should have expertise in the following areas: protection and control of power systems, power system analysis, expert systems applications in power systems and power system harmonics. The successful candidate is expected to develop and teach courses at the undergraduate and graduate levels, and establish and maintain a strong program of research. Applicants should have a Ph.D. and preferably some teaching, research and industrial experience. The Faculty has well-established cooperative undergraduate and graduate programs in the major disciplines leading to B.Eng., M.Eng and Ph.D. degrees. There are research and graduate programs in power apparatus and systems, electromagnetics and microwaves, signal processing and communications, VLSI and digital systems. Research with relevance to offshore and ocean problems is particularly encouraged. Applicants should send a curriculum vitae with the names of at least three referees and three representative publications to: **The Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5. REFERENCE: ELEC-92-01; Fax #: (709) 737-4042.** The closing date for applications is **December 4, 1992.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. MEMORIAL UNIVERSITY OF NEWFOUNDLAND IS COMMITTED TO EMPLOYMENT EQUITY

BUSINESS ADMINISTRATION

The Division of Business Administration invites applications for a tenure-track position in INTERNATIONAL BUSINESS at the rank of Assistant Professor, commencing on July 1, 1993.

Candidates should hold a Ph.D. in International Business Candidates with Ph.D degrees near completion, or a combination of a Masters degree and significant professional experience may also be considered Teaching experience is highly desirable.

The successful candidate will be expected to teach three undergraduate courses in both semesters at introductory and advanced levels, and to have research interests appropriate to a small undergraduate institution.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents

Applicants should submit a recent CV, and arrange for three letters of reference to be sent, by 15 **December, 1992** to **Prof. S. Barlow, Dean, Business Administration, Bishop's University, Lennoxville, Québec, J1M 1Z7.**

Directeur(rice) des loisirs et des sports

L'Université Concordia est à la recherche d'un directeur(trice) des loisirs et des sports. Cette affectation renouvelable, d'une durée de trois ans, débute le 1er juin 1993.

Etablissement urbain dynamique situé au coeur de Montréal, l'Université Concordia offre des programmes novateurs à temps plein et à temps partiel sur ses deux campus, à plus de 26 000 étudiants et étudiantes dont 3 000 de 2e et 3e cycles, et dans quatre facultés : arts et sciences, commerce et administration, génie et informatique, et beaux-arts.

Relevant du vice-recteur associé à la vie étudiante, le directeur ou la directrice des loisirs et des sports est un des membres clés de l'équipe de gestion des services aux étudiants dont les autres directions sont : le bureau du directeur de la vie étudiante, la promotion et défense des droits, l'aide financière et les bourses, la consultation et l'orientation ainsi que la santé.

Le directeur ou la directrice des loisirs et des sports gère un budget annuel de 1,5 million $ et un personnel à temps plein et partiel de quelques 30 personnes ainsi que de 200 à 300 étudiantes et étudiants travailleurs. De plus, la personne titulaire de ce poste est responsable de treize équipes sportives interuniversitaires et d'une variété de programmes intra-universitaires de conditionnement physique et de loisirs.

Les défis immédiats comprennent notamment l'élaboration d'un plan d'action pour l'agrandissement des installations, le resserrement des liens avec les anciens étudiants et étudiantes de l'Université et la mise au point de nouvelles stratégies de production de recettes.

La candidate ou le candidat retenu aura nécessairement fait ses preuves à la gestion d'un organisme de loisirs ou de sports de taille respectable et démontré des qualités de chef et des aptitudes aux relations interpersonnelles indéniables. La personne recherchée connaît en outre la scène sportive universitaire ou collégiale, canadienne et québécoise, de très près et possède un connaissance d'usage du français. Elle est titulaire d'un diplôme universitaire de cycle supérieur.

Les candidatures et les mises en candidatures, accompagnées de renseignements biographiques, doivent parvenir au plus tard le 15 décembre 1992 à l'adresse suivante : Monsieur D. L. Boisvert, Vice-recteur associé à la vie étudiante, Université Concordia, 1455, boul. de Maisonneuve ouest, Montréal (Québec) H3G 1M8.

Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents. Toutes candidatures ou propositions de candidature restent confidentielles.

L'Université Concordia souscrit au prineipe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minarités visibles et des personnes handicapées.

UNIVERSITÉ
Concordia

ON VOUS PRÉPARE POUR LE MONDE

Hong Kong Polytechnic

Department of Management

Senior Lecturers/Lecturers in Health Services Management/Public Sector Management/Strategic Management. Candidates should have a higher degree, preferably a PhD in a closely related field. Candidates are expected to have a strong commitment to excellent teaching and research. For appointment at Senior Lecturer level, candidates should have a strong research and publication record, superb teaching performance and experience in curriculum development and course administration. For appointment et Lecturer level, candidates should have at least three years' relevant post-qualification experience.

Salary:
Senior Lecturer: HK$428,040 p.a. — HK$569,040 p.a.
Lecturer: HK$237,120 p.a. — HK$409,140 p.a.
(Note: CAD$1 = HK$6.275 as at 22 Sept. 1992)

Initial appointment on a renewable 2-year 25% gratuity-bearing contract with generous fringe benefits.

Send curriculum vitae and names of three referees to the **General Secretariat, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong** before 30 Nov., 1992 [fax (852) 364-2166] or [E-mail BITNET HKPOLY@HKPCC.HKP.HK].

CHEMISTRY

CONCORDIA UNIVERSITY - The Department of Chemistry and Biochemistry, Concordia University, invites applications from qualified individuals for a tenure-track appointment at the level of Assistant Professor in the area of Bioanalytical Chemistry to commence August 1, 1993. The successful candidate will have a Ph.D. as well as postdoctoral experience in Bioanalytical Chemistry or in Biochemistry with strong interests in analytical research, and will be expected to establish an active research program in an area related to Bioanalytical Chemistry. The candidate will be involved in teaching Analytical and Bioanalytical Chemistry at both the graduate and undergraduate levels. The Department of Chemistry and Biochemistry is located on Concordia's urban campus in cosmopolitan downtown Montreal, an area which includes a number of international pharmaceutical and biotechnological organizations, as well as the Biotechnology Research Institute of the National Research Council of Canada. English is the principal language of instruction. Applications should include a curriculum vitae, a summary of research interests, a detailed research proposal, and an indication of start-up requirements. Candidates should arrange to have three letters of recommendation sent directly to the Chair. Applications should be addressed to Prof. Raymond Zienlus, Chair, Analytical Chemistry Search Committee, Department of Chemistry and Biochemistry, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. The evaluation of candidates will be ongoing until the position is filled. In accordance with Canadian immigration practice, priority will be given to Canadian citizens and Landed Immigrants. Concordia University is committed to employment equity, and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

THE UNIVERSITY OF BRITISH COLUMBIA - Department of Chemistry. Applications are invited for a position as a Research Associate II to pursue novel NMR solid-state studies, employing contemporary multipulse and multiple quantum techniques. The applicant should possess a recent Ph.D. degree and have had at least two or three years of postdoctoral experience in the field. Familiarity with recent theoretical developments (e.g., Floquet theory) in the interpretation of the new NMR-MAS researches will be an asset. The position will be available from 1 April 1993. The minimum starting salary is $25,000 per annum. Send a curriculum vitae and the names and addresses of three referees to Professor Charles A. McDowell, Department of Chemistry, The University of British Columbia, 2036 Main Mall, Vancouver, BC Canada, V6T 1Z1, before 31 January 1993. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Chemistry, University of British Columbia, invites applications for a tenure-track or higher level professor in analytical chemistry, starting 1 July 1993. A Ph.D. (postdoctoral experience), and a strong research track record are required. The successful candidate will be expected to teach chemistry courses at the undergraduate level and graduate level and to develop a vigorous and creative research program. The salary will be commensurate with education and experience. The University of British Columbia encourages qualified women and minority applicants. The position is subject to final budgetary approval and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should consist of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references. The applicant should arrange for the complete application and letters of reference to be sent directly to: Professor M. Blades, Chairperson, Future Appointments Committee, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, British Columbia V6T 1Z1. Closing date for this application is 1 December 1992.

CHILD STUDIES

BROCK UNIVERSITY - The Child Studies Program of Brock University, one of only three interdisciplinary programs of the Faculty of Social Sciences, invites applications for a probationary faculty appointment at the assistant professor level, commencing July 1, 1993 subject to final budgetary approval. The successful candidate is expected to have a background in Developmental Psychology with teaching and research interests in one or more of the areas of developmental disabilities, child and adolescent clinical psychology, and assessment. Required as well are a completed Ph.D. degree, some undergraduate teaching experience, and demonstrated potential for developing a sustained program of independent research and scholarly activity. Applicants should submit by January 15, 1993 a letter of application accompanied by a curriculum vitae, and selected reprints or pre-prints of publications, and arrange to have three letters of reference sent to Dr. Zopito Marini, Director, Child Studies Program, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty. Smoking at Brock University is strictly controlled.

CHILD & YOUTH STUDY

MOUNT SAINT VINCENT UNIVERSITY - Department of Child and Youth Study. Applications are invited for a full-time tenure-track position at the Assistant Professor level in the Department of Child and Youth Study commencing July 1, 1993. Salary is based on Mount Saint Vincent University's Collective Agreement. The Department offers an interdisciplinary undergraduate degree which prepares students to work with children, youth and families in a variety of settings (eg. early childhood education, special education, early intervention, child day care, child and youth care, child life, family support, etc.). Qualifications: The successful applicant will 1) hold a PhD in one of a number of relevant disciplines (eg. Developmental or Child Clinical Psychology; Child and Youth Care; Early Childhood Education; Education, Social Work or Family Studies); 2) be prepared to teach a range of courses within the program and supervise practicum in a wide variety of settings; 3) have, or be prepared to establish an active research program in an area relevant to the program; and, 4) preferably have previous experience teaching in a university. Letters of application with curriculum vitae and names of three referees should be sent to Dr. Mary E. Lyon, Chair, Department of Child and Youth Study, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6, FAX (902) 445-3960. In accordance with Canadian Immigration requirements, this notice is directed only to Canadian citizens and landed immigrants. The availability of this position is subject to budgetary approval. The deadline for applications is January 31, 1993.

CLASSICS

UNIVERSITY OF TORONTO. Applications are invited for a tenure-track appointment at the assistant professor level in Roman history. Preference will be given to candidates in the Republican and early Imperial fields. The candidates should also be interested in teaching Latin prose literature at both undergraduate and graduate levels. Ph.D. required. Salary commensurate with qualifications. Interested individuals should send a curriculum vitae and letters from three referees by 30 November to Professor E.I. Robbins, Department of Classics, 16 Hart House Circle, University of Toronto, Toronto M5S 1A1. The University of Toronto encourages both women and men to apply.

COMMUNICATIONS

McGILL UNIVERSITY. Pending budgetary approval, applications are invited for a full-time tenure track entry level assistant professorship in the Graduate Program in Communications, commencing September 1, 1993. Applicants must be able to teach courses in two or more of the following areas, mass communications, media studies, ethnography of communications, history and theory of media. Supervision of MA and Ph.D. candidates part of teaching load. Send curriculum vitae and statement of interest, along with the names of three (3) referees by December 18, 1992 to: Prof. Ron Burnett, Director, Graduate Program in Communications, McGill University, 3465 Peel St., Montreal, QC H3A 1W7.

UNIVERSITY OF OTTAWA - The Department of Communication of the University of Ottawa announces the opening of a full-time, tenure-track position (at the level of Assistant). The Department offers programs leading to an Honours B.A. in Communication in both French and English and is projecting an M.A. program. The Department's two areas of specialization are: 1) Media and Culture; 2) Interpersonal and Organizational Communication. Requirements: Ph.D. in Humanities or Social science; Excellent knowledge of the communication field (methods); Specialization: historic and social background in communication, theories and philosophies of communication; Excellent university research and publication experience; Required teaching skills, interdisciplinary research and community service; Candidate must be able to teach in french; bilingualism is a necessity. Starting date: July 1, 1993. Deadline for Applications: December 15, 1992. In compliance with Canadian Immigration laws, this position is offered to Canadian citizens and landed immigrants. Salary commensurate with qualifications, experience and in keeping with Collective Agreement. The University of Ottawa is committed to an employment equity programme. Candidates should submit their Curriculum Vitae and three letters of recommendation to: Dr. Denis Bachand, Chairperson, Department of Communication, 554 King Edward, Ottawa, Ontario K1N 6N5.

UNIVERSITÉ D'OTTAWA — Le département de Communication de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur-e régulier-e conduisant à la permanence (rang d'adjoint-e). Le département offre des programmes de baccalauréat en Communication avec concentration ou avec spécialisation dans les deux langues officielles et projette la création prochaine d'un programme de maîtrise. Les deux profils de formation sont: 1) Medias et culture; 2) Communication interpersonnelle et organisationnelle. Exigences: Doctorat en sciences humaines ou sociales (études ou recherches en communication); Excellente culture générale; Spécialisation: portée historique et sociale des communications, théories et philosophies de la communication; Bon dossier de recherches et publications universitaires; Aptitudes éprouvées à l'enseignement, la recherche interdisciplinaire et le service communautaire; Compétence langue d'enseignement: le français; bilinguisme français-anglais nécessaire. Entrée en fonction: le 1er juillet 1993 - Date limite des candidatures: le 15 décembre 1992. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents. Salaire établi conformément à la convention collective. L'Université d'Ottawa applique un programme d'équité en matière d'emploi. Prière de faire parvenir son curriculum vitae ainsi que trois lettres de recommandation à: Denis Bachand Ph.D., Directeur, Département de communication, 554 King Edward, Ottawa, Ontario K1N 6N5.

COMPUTER SCIENCE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Department of Computer Science. Applications are invited for a tenure-track position at the rank of assistant or associate professor. Candidates with expertise in graphics and software engineering are invited to submit applications. Candidates should have a Ph.D. in computer science or a related discipline, and both demonstrated research ability and a commitment to excellence in teaching. The Department of Computer Science offers undergraduate and graduate programs at the M.Sc. and Ph.D. level. It has over 20 faculty and 16 staff members. Active research areas include design and analysis of algorithms, parallel and distributed computations, VLSI, database, numerical analysis, software engineering and pattern recognition. The department provides a UNIX software development environment supported by a network of RISC based workstations and servers. An optical fibre link allows access to additional university computing facilities such as VAX systems running VMS and a Convex system. An off-campus Amdahl 5890 is also available. Other machines are accessible through CA*NET which is connected to the INTERNET. Memorial University has a student population of about 17,000. St. John's is the provincial capital with a population of over 150,000. It enjoys a moderate climate and offers numerous outdoor activities throughout the year. The appointment will begin 1 January 1993 or at the earliest possible date thereafter. Salary will be commensurate with qualifications and experience. This position is subject to budgetary approval. To be considered for this position please send your curriculum vitae, including names of at least three referees to: Search Committee, Department of Computer Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7; tel: (709) 737-8627; fax: (709) 737-2009; e-mail: genoff@cs.mun.ca. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

UNIVERSITY OF ALBERTA - Manager of Computer Operations. Applications are invited for the continuing appointment position of Manager of Computer Operations. The Manager must oversee the evaluation, installation, maintenance, consultation and training, and the inventory on basic systems software used by staff and students. Basic software systems includes the UNIX Operation System and related utilities for backups, accounting and news/mail. He/She must also monitor usage, load balancing and security of these systems. Applicants should also have demonstrated interest in and ability to support ongoing research projects. The Manager supervises a staff of four. The Department of Computing Science consists of 35 academic and 29 support staff. Current herdware support for research includes a local area network consisting of a MIPS M/120, a Silicon Graphics 4D/340S computer, over 100 Sun Workstations, four terminal servers, four Fastpath localtalk/Ethernet gateways and an SPS-2 64-PE Supercomputer. In addition to the various flavors of the Unix Operating System, supported software systems include the MIT X Window System (with interviews, XView3 and Khoros); news and mail with ean, 2 mailer, elm and tin; troff, TeX, postscript previewers and laserwriter printing software (CAP); CPU time synchonization software (xntp); and most Free Software Foundation's GNU software tools. Well-supported laboratories exist for AI, database, distributed systems, graphics, programming languages, robotics, software engineering, telecommunications, theory and vision/image research. The Department expects candidates to possess an MSc or PhD (preferred) in Computing Science with several years of experience in UNIX operating systems. The current salary minimum (Faculty Service Officer II) is $C40,035 with the appointment level being commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. Send curriculum vitae, the names of three referees and copies of publications, if available. Apply to: Dr. Paul G. Sorenson, Chair, Department of Computing Science, University of Alberta, 615 General Services Building, Edmonton, Alberta, Canada T6G 2H1. Applications will be accepted until November 30, 1992 with tentative appointment effective January 1, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA - Department of Computing Science. Applications are invited for a tenure-track position at the Assistant Professor level in the areas of computer graphics and/or human interfaces. Responsibilities include research as well as teaching at both the graduate and undergraduate levels. The Department consists of 35 academic, 29 support staff and offers a graduate program with over 100 M.Sc. and Ph.D. students. Current hardware support for research includes a local area network consisting of a MIPS M/120, a Silicon Graphics 4D/340S computer, over 100 Sun Workstations, four terminal servers, four Fastpath localtalk/Ethernet gateways and an SPS-2 64-PE Supercomputer. Current computer graphics facilities include two Silicon Graphics, two DEC and two Sun workstations, a Data Glove, a head-mounted display, and a single frame video recorder. Well-supported laboratories exist for AI, database, distributed systems, distributed operating systems, graphics, programming languages, robotics, software engineering, telecommunications, theory and vision/image research. The current salary range minimum is $C40,035 with the appointment level being commensurate with qualifications and experience. Send curriculum vitae, the names of three referees and up to three reprints of copies of important publications. New Ph.D.'s should include a copy of their transcript. Apply to: Dr. Paul G. Sorenson, Chair, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2H1. Applications will be accepted until February 28, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

SAINT MARY'S UNIVERSITY - Computing Science/MIS. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for a tenure track position in Computing Science and MIS. The position will commence September 1, 1993 pending budgetary approval. The successful candidate must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Milton Chew, Chair, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5455. Closing date: February 1, 1993.

WILFRID LAURIER UNIVERSITY - The Department of Physics and Computing invites applications for a limited-term con-

CHAIR EGG RESEARCH

The University of Guelph is seeking to fill an Industry-supported "Chair" in Egg Research. The incumbent will be responsible for conducting and coordinating research to develop knowledge of the composition and functional properties of the egg. He/she will be expected to work with the poultry and allied industries to develop advanced technologies which would enhance the uses for eggs in the food and related industries. The Chairholder will also establish communication channels with the industry to transfer scientific and technical knowledge accruing from the work of the research team, respond to strategic industry needs, and contribute to the training of skilled manpower through the supervision of graduate students and post-doctorate fellows. Therefore, the University is seeking a scientist with recognized skills at team research management and experience in industrial applications of new technology. It is the intent of the industry sponsor and the University to select a candidate who would qualify for an Industrial Research Chair Award from the Natural Sciences and Engineering Research Council.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

Applicants should submit a Curriculum Vitae and the names of three references before **December 31/92** to:

Dr. J.B. Stone, Chair
Selection Committee
Ontario Agricultural College
University of Guelph
Guelph, Ontario N1G 2W1

UNIVERSITY of GUELPH

Director of Recreation and Athletics

Concordia University is seeking a Director of Recreation and Athletics to take office by 1 June 1993. The appointment is for a three-year term, renewable.

A dynamic urban Montréal institution, the University offers innovative full- and part-time programmes on two campuses to some 23,000 undergraduate and 3,000 graduate students in four Faculties: Arts and Science; Commerce and Administration; Engineering and Computer Science; and Fine Arts.

Reporting directly to the Associate Vice-Rector, Services (Student Life), the Director of Recreation and Athletics is an important member of the Student Services management team. Other areas comprising Student Services are: the Dean of Students Office, Advocacy and Support Services, Financial Aid and Awards, Counselling and Development and Health Services.

The Director of Recreation and Athletics manages a budget of $1.5 million per year and a full- and part-time staff of some 30 individuals, as well as 200-300 student workers. In addition, the Director is responsible for thirteen interuniversity teams and a wide variety of fitness, recreational and intramural programmes.

Immediate challenges include the development of an action plan for the expansion of facilities, improving rapport with University alumni and alumnae and the elaboration of additional revenue-generating strategies.

A successful track record in managing a sizable recreational or sports organization in an academic environment, strong leadership and interpersonal skills, intimate knowledge of the university or collegiate sports scene in Canada and Québec and a working knowledge of French are essential requirements for the position, as is an advanced university degree.

Applications and nominations, with biographical information, should be sent by 15 December 1992, to: **Dr. D.L. Boisvert, Associate Vice-Rector, Services (Student Life), Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec H3G 1M8.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Confidentiality of applications and nominations is assured.

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Concordia UNIVERSITY

REAL EDUCATION FOR THE REAL WORLD

UNIVERSITY OF WINDSOR

VISITING HUMANITIES FELLOWSHIPS

Applications are invited for visiting Humanities Fellowships, tenable at the University of Windsor in the 1993-94 academic year. Scholars with research projects in traditional humanities disciplines or in theoretical, historical or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. Individuals engaged in interdisciplinary and non-traditional research are also encouraged to make application. The University of Windsor is committed to equity in education. The Fellowship will appeal to sabbaticants and those holding research grants, including Post-doctoral awards. Applicants must hold a doctorate or the equivalent in experience, research and publications.

The Fellowship is tenable at the University of Windsor for a period of four months to one year. No stipend is attached to the Fellowship. The Humanities Research Group will provide office space, university affiliation, library privileges and assist Fellows in establishing contacts with individuals, groups, libraries and institutions in the Southwestern Ontario/Michigan region.

There is no application form. Letters of application, including a curriculum vitae, one page abstract, a detailed description of the research project and the names of three referees should be forwarded to **Dr. Jacqueline Murray, Director, Humanities Research Group, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4.** Telephone (519) 253-4232, ext. 3508; Fax (519) 973-7050.

The deadline for applications is **February 28, 1993.**

tract position at the Assistant Professor level beginning July 1, 1993. Applicants should hold a Ph.D. in Computer Science or a related field. Candidates in all areas of Computer Science will be considered. Candidates are expected to show promise of a strong commitment to teaching and to continuing an active research program. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity, and offers a smoke free work environment. This position is subject to final budgetary approval. Letters of application accompanied by a C.V. and the names of at least three references should be sent, not later than March 1, 1993, to: Chairperson, Department of Physics and Computing, Wilfrid Laurier University, Waterloo ON N2L 3C5; FAX: (519) 884-8954.

CONCORDIA UNIVERSITY - Department of Computer Science. We are looking for a new faculty member with either strong research records or excellent research potential to fill a tenure track position at the Assistant or Associate Professor rank. Applicants must have an interest and ability to teach effectively at both the undergraduate and graduate levels. The successful candidate will be expected to carry out independent research and other academic duties associated with our bachelor's, master's and Ph.D. programs. Priorities will be given to the following areas of specialization: software systems, programming languages and parallel computing. However, truly exceptional candidates in all computer science areas are encouraged to apply. The university is located in Montreal, which is well known for its cultural diversity and beauty. The department houses approximately 600 undergraduates, 90 Masters and 35 Ph.D. students. While the undergraduate program emphasizes both fundamental and practical skills, our graduate research concentrates in artificial intelligence, combinatorics, computer algebra, databases, distributed computing, large-scale scientific computing, pattern recognition, programming languages, software engineering and VLSI architectures. There are twenty-eight full-time faculty positions supporting these activities. The department has established CENPARMI (Centre for Pattern Recognition and Machine Intelligence) with specialization in pattern recognition and related expert systems research. The research groups in mathematical computing and VLSI architectures are also members of two inter-university research centres: CICMA (Centre Interuniversitaire en Calcul Mathematique Algebrique) and GRIAO (Groupe de Recherche Interuniversitaire en Architecture de Haute Performance et VLSI). In particular, CICMA promotes research in algebraic computing, combinatorics and computational group theory. Recently, the department has got a small parallel computing facility as a start-up platform to develop and focus interest in this area. We expect to upgrade this facility in the coming years. To promote the development of new faculty members, the university has a program to provide seed grants for their research in the first three years. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, priority will be given to women candidates. Interested applicants should send a resume and the names of at least three references to: Chair, Department of Computer Science, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec H3G 1M8 Canada; Fax: (514) 848-2830; email: hiring@cs.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

ACADIA UNIVERSITY - Jodrey School of Computer Science. Applications are invited for a tenure track appointment (position number 20301) in Computer Science beginning July 1, 1993. Preference will be given to candidates with a Ph.D. in Computer Science. We are seeking an individual whose area of expertise falls into one or more of the following areas: Data Base Management, Data Communications and Networks, Computer Architecture, Computer Graphics, Information Processing, Operating Systems, and Software Engineering. The School of Computer Science offers undergraduate and M.Sc. programs in computer science and has 13 faculty members. Active research areas include artificial intelligence, combinatorics, computational complexity of algorithms, computer based teaching, concurrent and distributed computing, expert systems, fault-tolerant systems, hypermedia systems, machine learning, new generation architectures and languages, neural networks, parallel algorithms, and software engineering. Available equipment includes a network of MSDOS and UNIX based platforms including SUN workstations. Acadia University has about 3500 students, and is located in Wolfville, a town of about 3500 people, in the center of an agricultural area popular with tourists and enjoying moderate climate allowing numerous outdoor activities. Letters of application, curriculum vitae and the names of three references should be sent by January 15, 1993 to: Dr. Mostafa Nassar, Chair of the Selection Committee, Jodrey School of Computer Science, Acadia University, Wolfville, Nova Scotia B0P 1X0, Canada; tel: (902) 542-2201, ext.410; fax: (902) 542-4699; e-mail: mostafa.nassar@acadiau.ca. Acadia University is an equal opportunity employer. Women, aboriginal peoples, visible minorities, and disabled persons are especially invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CRIMINOLOGY

SIMON FRASER UNIVERSITY. 1. The School of Criminology is inviting applications for one two-year limited-term position at the Assistant Professor level which, subject to final budgetary approval, will be available from the start of the 1993/94 academic year. The School has a well-established undergraduate programme with 660 majors in Criminology. It also offers graduate programmes leading to the degrees of M.A. and Ph.D.; there are 62 students enrolled in such programmes. The Graduate Programme has teaching and research interests in the following five core areas: criminological theory, the phenomena of crime, criminal justice policy analysis, law and social control and research methods. The teaching faculty is multi-disciplinary and, at present, consists of 21 members. 2. LL.B accompanied by at least one other graduate degree (e.g. Ph.D., LL.M. and/or J.S.D), with demonstrated teaching interests one or more of the following areas: criminal law and procedure, human rights and civil liberties, and criminal justice policy and law reform. Note: In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents of Canada. However, if suitable Canadian applicants cannot be determined, individuals from other countries will be considered. 3. To conduct courses in one or more of the areas of criminal law and procedure, human rights and civil liberties, and criminal justice policy and law reform. 4. Dependent on qualifications and experience. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. 5. Applications will be treated in confidence, and should be sent together with c.v. and names and addresses of at least three referees to: Dr. Margaret Jackson, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. The successful candidate may commence duties on 1 September, 1993. 7. Applications will be accepted until 15 January, 1993.

DENTISTRY

THE UNIVERSITY OF MANITOBA, Faculty of Dentistry invites applications for a tenure track appointment as a Assistant/Associate Professor commencing July 1, 1993 or earlier. Applicants must have a Ph.D. degree and published evidence of research ability. A D.D.S/D.M.D. degree or previous experience teaching undergraduate dental and graduate students would be an asset. The successful candidate will be required to teach general and oral physiology to dental and dental hygiene students, and participate in faculty courses at the graduate level. The successful candidate will be expected to develop a strong external-funded research program. The Department is multidisciplinary carrying out research in anatomy, bio-chemistry, cell biology, oral physiology and microbiology. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Letter of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. R.E. Jordan, Faculty of Dentistry, University of Manitoba, Winnipeg, Manitoba, R3E 0W2. The closing date for applications is January 1, 1993.

DRAMA

THE UNIVERSITY OF ALBERTA, Department of Drama invites applications for a tenure track position in Movement. Applications are invited from applicants with skills and experience in several of the following areas: ballet, modern dance, jazz and period dance. As well, the candidate should demonstrate experience in working with actors. The ability to choreograph for a variety of periods, styles and production, and to coach character movement is essential. A background in other theatre related skills, i.e., mask, directing, would be an advantage. The Department of Drama offers a wide variety of programs, including M.A., B.A. and B.A. Honours, professional M.F.A. degrees in Directing, Theatre Design and Playwriting, and professional conservatory B.F.A. degrees in Acting and Design. The Fine Arts Building was specifically designed for the teaching of Theatre Arts. A new building is planned for 1995, which will house a full proscenium stage and a flexible theatre. The position involves the teaching of dance styles and the analysis and integration of movement in the actor's process as part of the B.F.A. professional acting program. The successful applicant may be expected to contribute appropriately to other teaching areas of the Department. The appointment is effective July 1, 1993. The appointment salary will be at the Assistant Professor floor level of $40,035(1992/93) subject to available funding. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Letters of application with full curriculum vitae, three confidential letters of reference and academic transcripts (if appropriate) should be sent, by December 15, 1992, to: Dr. J.H. McTeague, Acting Chair, Department of Drama, 3-146 Fine Arts Building, University of Alberta, Edmonton, Alberta T6G 2C9. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF ALBERTA, Department of Drama invites applications for a tenure track position in Stage Design. Applications are invited from Designers with expertise in all facets of Stage Design, particularly Scenery and Lighting Design, Drafting, Drawing and Painting. A background in other areas of Costume, Scene Painting and C.A.D.D. would be an advantage. The successful applicant may be expected to contribute appropriately to other teaching areas of the Department. The Department of Drama offers a wide variety of programs, including M.A., B.A. and B.A. Honours, professional M.F.A. degrees in Directing, Theatre Design and Playwriting, and professional conservatory B.F.A. degrees in Acting and Design. The Fine Arts Building was specifically designed for the teaching of Theatre Arts. A new building is planned for 1995, which will house a full proscenium stage and a flexible theatre. The position involves the teaching of dance styles and the analysis and integration of movement in the actor's process as part of the B.F.A. professional acting program. The successful applicant may be expected to contribute appropriately to other teaching areas of the Department. The appointment is effective July 1, 1993. The appointment salary will be at the Assistant Professor floor level of $40,035(1992/93) subject to available funding. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Letters of application with full curriculum vitae, three confidential letters of reference and academic transcripts (if appropriate) should be sent, by December 15, 1992, to: Dr. J.H. McTeague, Acting Chair, Department of Drama, 3-146 Fine Arts Building, University of Alberta, Edmonton, Alberta T6G 2C9. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

EAST ASIAN LANGUAGES AND LITERATURES

McGILL UNIVERSITY, The Department of East Asian Language and Literatures, invites applications for the position of Faculty Lecturer in Chinese language beginning September 1993, for a 2-year appointment. The successful candidate should be able to teach Mandarin at all levels. Teaching experience and native or near native fluency required. A PhD in Chinese language or language pedagogy is preferred. Minimum starting salary in 1991-92 is $32,433, Canadian. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applicants should send a letter of application, Curriculum Vitae and three letters of reference to: Professor Grace Fong, Acting Chair, Department of East Asian Languages and Literatures, 3434 McTavish Street, Montreal, Que. H3A 1X9. Deadline for applications is December 30, 1992.

ECONOMICS

YORK UNIVERSITY - The Faculty of Administrative Studies anticipates one tenure track position at the assistant professor level starting July 1993. Rank and salary will be commensurate with qualifications and experience. Scholarship of high quality, excellence in teaching and an orientation toward the application of economics to management decision-making and public policy are desired. Applicants should have a Ph.D. or expect to complete the degree by the Summer of 1993. Macroeconomics is the preferred specialization but candidates interested in the international aspects of other fields of specialization will be considered. Teaching will chiefly be at the MBA and BBA levels with some opportunity to participate in Ph.D level supervision in economics and international business. The successful candidate may also have an opportunity to participate in the recently introduced International MBA program. This position is subject to budget approval. York University is implementing a policy of employment equity. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Please submit curriculum vitae and names of references: Prof. Bernard M. Wolf, Area Coordinator in Economics, Faculty of Administrative Studies, York University, 4700 Keele Street, North York, Ontario M3J 1P3 Canada. Telephone: (416) 736-5068, FAX: (416) 736-5687. Deadline for submission: when position is filled.

YORK UNIVERSITY, Faculty of Arts, Department of Economics. Applications are invited for tenure-track position(s) at the Assistant Professor or Lecturer level, subject to authorization and budgetary approval. Rank and salary commensurate with qualifications and experience. Candidates should have a PhD degree (or expected in 1993) and to show potential of becoming recognized scholars and good teachers. Duties include: teaching at undergraduate and graduate levels, and a programme of productive research. Outstanding candidates in all fields are encouraged to apply. Candidates with demonstrated strength in empirical work are of particular interest. Fields of special interest are: econometrics, environmental/natural resources, macroeconomics, and economic history. Applications, with curriculum vitae and a research paper, should be sent to: Professor George Fallis, Chair, Department of Economics, Faculty of Arts, York University, North York, Ont. M3J 1P3 Candidates should arrange for three letters of reference to be sent directly to the Chair. Closing date for applications is December 31, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN - Assistant or Associate Professor of Economics. Two tenurable positions are available (subject to budgetary approval) and all fields of specialization will be considered. One position may be filled at the Associate Professor rank. Candidates for the rank of Assistant Professor should have the Ph.D. in hand or firmly expected by July 1993, and show promise in research and teaching. Candidates for the rank of Associate Professor should have a record of significant scholarly research and a commitment to teaching excellence at both the graduate and undergraduate level. Appointment is effective 1 July 1993; salary is commensurate with qualifications. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Professor R.F. Lucas, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. These positions have been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. Applications close when the position is filled, but in any case not before 31 January 1993. The University of Saskatchewan is committed to the principles of employment equity. Women candidates, candidates of aboriginal descent, and candidates from other minority groups are especially encouraged to apply.

CONCORDIA UNIVERSITY: Department of Economics. Applications are invited for two tenure-track positions at the Assistant Professor level in the Department of Economics beginning August 1, 1993, subject to budgetary

NEAR EASTERN STUDIES

The University of Toronto invites applications for a tenure stream position as Assistant Professor in Aramaic, including Syriac language and literature. Subject to budgetary approval the appointment will be effective July 1, 1993. Candidates must have a Ph.D. and publications showing scholarly potential, a knowledge of Official (Imperial) Aramaic, Syriac, and other dialects, and a knowledge of one other major Near Eastern language or Hellenistic Greek. The current base salary of an Assistant Professor is $38,200. Applications, including C.V., should be addressed to Prof. R.F.G. Sweet, Department of Near Eastern Studies, University of Toronto, Ontario M5S 1A1, for receipt by January 15, 1993. Applicants should request three scholars to send letters of recommendation to the same address. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

CANCELLED

Vice-President Finance and Operations

University of Victoria

The University of Victoria is seeking a Vice-President Finance and Operations.

The University of Victoria community is made up of some 15,000 full- and part-time students, 620 faculty members, and 1,100 full-time staff members. After twenty-nine years of growth and development, the University of Victoria has become one of Canada's most important institutions of advanced education. Faculty and students at UVic are leaders in many areas of scholarship, research and creativity in its ten Faculties and Divisions. The University is located within the Greater Victoria metropolitan area (population 290,000) on the southern tip of Vancouver Island.

Reporting to the President, the Vice-President Finance and Operations is responsible for financial management of the University (1992-1993 operating budget of $121 million) and the administration of computing and systems services, student and ancillary services, campus planning, buildings and grounds, and the Mallwood Museum and University Centre. As a member of the President's Advisory Council, the incumbent will also have involvement in University policy development in areas not strictly included in this portfolio.

The University is seeking a person with training and background in financial planning and management, plus experience in university or other public sector administration and the ability to work effectively with faculty, staff, students, and representatives of government agencies. Outstanding leadership skills, combined with respect for collegial decision-making, are also required. The preferred academic qualifications include a university degree from a recognized institution, as well as a graduate degree or appropriate professional designation or equivalent.

The appointment is expected to commence no later than April 1993. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Please direct inquiries in confidence to the address shown at left.

The LANDMARK Consulting Group Inc.

155 University Avenue
Suite 206
Toronto, Ontario M5H 3B7
Fax (416) 359-1882

THE UNIVERSITY COLLEGE OF THE CARIBOO INVITES APPLICATIONS FOR THE FOLLOWING INSTRUCTIONAL POSITIONS

Since 1989, the University of British Columbia B.A. and B.Ed. Elementary degrees have been offered at the University College of the Cariboo in Kamloops. Doctorate in relevant discipline required, or imminent completion, unless otherwise noted.

ARTS AND EDUCATION DIVISION

Bachelor of Arts Program

English - Competition #93-001 Specialist in Milton or Seventeenth Century

English - Competition #93-002 Specialist in 1) History or structure of English; or 2) American Literature

Geography - Competition #93-003 Human geographer (all specialties considered) with teaching competence in the regional geography of Canada. Ability to teach geographical techniques or research methods would be an asset.

History - Competition #93-004 Specialist in European History, to teach introductory and upper division courses. Ph.D. and demonstrated commitment to research required.

Bachelor of Education Program - Competition #93-005 This two-year program requires that the student complete, prior to entry, a minimum of three years of appropriate study in another faculty. Applications are invited from specialists in Elementary Curriculum and Instruction in Language Arts or Mathematics\Science\Computing. Supervision of student teaching may also be required. Recent teaching in schools would be an asset, as would eligibility for membership in the B.C. College of Teachers.

Bachelor of Social Work Program - Competition #93-006 Since 1990, the University of Victoria B.S.W. has been offered at the University College of the Cariboo in Kamloops. The successful candidate will teach second, third and fourth-year courses in Social Welfare Policy, Family and Child Welfare Practice and Policy, and Generalist Social Work Practice. M.S.W. required, doctorate preferred. Applicants with experience in generalist practice in rural and northern communities, in teaching at the baccalaureate level, and in social welfare policy are particularly encouraged to apply.

BUSINESS, COMPUTING AND MATHEMATICS DIVISION

Accounting - Competition #93-007 Ph.D. required.

Finance - Competition #93-008 Ph.D. required.

Admin. Policy/Strategic Management - Competition #93-009 Ph.D. required.

Economics/Econ History - Competition #93-010 Ph.D. required

Marketing/Management - Competition #93-011 M.A. or Ph.D. required.

Computing Science - Competition #93-012 Ph.D. required.

Mathematics - Competition #93-013 Ph.D required.

Adventure Tourism - Competition #93-014 Two positions

SCIENCES AND HEALTH SCIENCES

Natural Resource Science Instructor - Competition #93-015 To instruct in an innovative, unique four year Bachelors Degree program which is designed to graduate students with a broad understanding of the ecology, management, and land use planning issues for a wide range of natural resource sectors. Applicants with a strong background in the natural resources, including forestry, who can instruct at the 3rd and 4th year levels in one or more of the following areas: range management\range communities, wildlife management\population biology, fisheries management\limnology and ichthyology, or wildland recreation management are invited to apply. A Ph.D, teaching experience, and ability to conduct a modest research program would be assets.

Commencement date: July 16, 1993
Salary Range: $37,732 - $55,981 per annum
Closing date for Applications: December 31, 1992

PLEASE FORWARD CURRENT CURRICULUM VITAE OUTLINING ACADEMIC QUALIFICATIONS, TEACHING, RESEARCH AND ADMINISTRATIVE EXPERIENCE IN EDUCATION. NAMES AND ADDRESS OF THREE REFEREES, FORMAL VERIFICATION OF EDUCATION LEVEL, AND COMPETITION NUMBER TO:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Chair, Search Committee,
Human Resources Division
University College of the Cariboo,
P.O. Box 3010, Kamloops, B.C. V2C 5N3.

AN EQUAL OPPORTUNITY EMPLOYER

approval. Excellence in research and teaching are the primary criteria relevant to these positions. All fields of specialization will be considered although the Department has a particular interest in International Economics and Industrial Organization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority. Representatives of the Department will attend the meetings in Toronto in December and the ASSA Meetings in Anaheim in January to interview candidates. The closing date for applications is December 10, 1992. The Department cannot guarantee consideration of late applications. Applications, including the names of three referees, should be sent to: Gordon Fisher, Chair, Department of Economics, Concordia University, 1455 Boulevard de Maisonneuve West, Montreal, Quebec, Canada, H3G 1M8

MOUNT SAINT VINCENT UNIVERSITY - Department of Economics - Applications are invited for a two end half year term position in the Department of Economics at the Assistant Professor level beginning July 1, 1993. Salary is based on MSVU's Collective Agreement. The applicant should have an interest in at least one of the following applied fields: Labour Economics, Economics of Women's Issues, Development Economics, Public Finance. Qualifications: Ph.D. preferred with a strong commitment to undergraduate teaching. Letters of application with curriculum vitae and the names of three referees should be sent to: Dr. R Seth, Chair, Economics Department, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian immigration requirements, this notice is directed only to Canadian citizens and landed immigrants. The deadline for applications is January 31, 1993.

UNIVERSITY OF TORONTO - Assistant Professors of Economics - positions subject to budgetary approval - Tenure Stream Appointments. While appointments may be made in any field, field preferences include Economic Theory, Econometrics, Industrial Organization, International Economics, Public Economics/Environment, Labour Economics, and Quantitative Economic History. Ph.D. Degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization required. Appointments effective July 1, 1993; salaries commensurate with qualifications. Interested candidates should write by January 15, 1993, providing a Curriculum Vitae and the names of three referees to: G.J. Anderson, Chairman, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1, Canada. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions.

UNIVERSITY OF VICTORIA, Department of Economics. Applications are invited for a regular full-time faculty position at the rank of assistant, associate or full professor, starting July 1, 1993. The availability of this position is subject to budget. The Department is currently engaged in working toward the implementation of a Ph.D. program, and is interested in individuals capable of adding significantly to the graduate teaching and research capacity of the Department. The Department has a preference for candidates with specialization in Econometric Theory, but those with other specializations should also apply. Candidates at the assistant rank should have completed their Ph.D. or be near completion, and show promise of becoming good teachers and productive scholars. Candidates at senior ranks should possess records demonstrating superior levels of scholarly achievement. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Please send applications, including curriculum vitae and the names of three referees, to Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 3060, Victoria, B.C., V8W 3P5. Applicants are also requested to arrange for at least three letters of reference to be sent directly by referees to the Chair of the Search Committee. Applications should be submitted as soon as possible and no later than December 1, 1992.

WILFRID LAURIER UNIVERSITY, Department of Economics. Applications are invited for appointments beginning July 1, 1993. Ph.D., or near Ph.D., preferably with some teaching and research experience. Duties include teaching at the undergraduate and master's level and research. The Department is particularly interested in candidates in the areas of microeconomics, public finance, and quantitative but candidates in other fields will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. A smoke-free working environment is provided. Applications with a curriculum vitae and the names of three references should be sent to Dr. Frank Milerd, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

UNIVERSITE D'OTTAWA, Département de science économique. Le Département dispose d'un poste de professeur(e) régulier(ère) pouvant mener à le permanence, aux rangs d'adjoint(e) d'agrégé(e), commençant le 1er juillet 1993. Ce poste est sujet à approbation budgétaire. Le traitement et le charge de travail sont concurrentiels. Les candidat(e)s au rang de professeur(e) adjoint(e) doivent avoir un doctorat ou être sur le point de l'obtenir. (Les candidat(e)s qui n'ont pas terminé leur thèse de doctorat au moment de l'entrée en fonction seront initialement engagé(e)s au rang de chargé(e) de cours). Les candidat(e)s au rang de professeur(e) agrégé(e) doivent détenir un doctorat et avoir établi leur réputation en recherche. La charge de travail comprendra de la recherche, de l'enseignement aux niveaux du baccalauréat, de la maîtrise et du doctorat, de la direction de recherche et des tâches administratives. Tous les domaines de spécialisation en science économique seront considérés. Comme le Département offre des programmes en français et en anglais, on s'attend à ce que les candidat(e)s puissent enseigner dans les deux langues. Les candidat(e)s sont donc prié(e)s d'indiquer leurs compétences linguistiques. Le Département accordera une attention particulière aux candidatures provenant de femmes, de membres de minorités visibles, d'autochtones et de personnes handicapées. Les candidat(e)s doivent envoyer leur curriculum vitae et le nom de trois répondent(e)s au professeur André Plourde, Directeur, Département de science économique, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5, avant le 30 novembre 1992. Conformément aux exigences en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada.

UNIVERSITY OF OTTAWA, Department of Economics. Applications are invited for one tenure track position, at the rank of Assistant or Associate Professor, beginning July 1, 1993. This position is subject to budgetary approval. Salary and teaching load are competitive. Candidates at the rank of Assistant Professor must hold a Ph.D. or be near completion. (Any candidate who has not finished his or her Ph.D. at the time of the appointment will initially be appointed at the rank of Lecturer). Candidates at the rank of Associate Professor must hold a Ph.D. and have an established publication record. Duties include teaching at the B.A., M.A. and Ph.D. levels, research supervision, and administration. All fields of specialization, within Economics, will be considered. Since the Department offers its programs in English and French, candidates will be expected to teach in both languages. Candidates should thus indicate their linguistic competence on their application. The Department will pay particular attention to applications from women, members of visible minorities, native persons, and handicapped persons. Applicants must send their curriculum vitae, along with the names of three referees, to Professor André Plourde, Chairperson, Department of Economics, University of Ottawa, Ottawa, Ontario, K1N 6N5. The application deadline is November 30, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

EDUCATION

UNIVERSITY OF MANITOBA - Educational Drama (Early Years). Applications are invited for a position in the area of Educational Drama in the Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba. The nature of the appointment will depend upon the qualifications of the successful applicant and will be to either a tenure track position at the rank of Assistant Professor (completed or nearly completed doctoral degree in Educational Drama), or a Probationary Instructor position (advanced degree in Educational Drama) subject to budgetary approval. The successful applicant will become part of an early years curriculum and instruction team. Applicants should have a strong background in the role of dramatic play in learning and child development, successful teaching experience with young children, and demonstrated competence in university teaching and scholarship. Responsibilities may include teaching undergraduate and graduate courses, supervising student teachers, advising graduate students, working with classroom teachers, contributing to a program of research, scholarship, and creative works, and appropriate service both within the University and the larger educational community. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. This advertisement is directed to Canadian citizens and permanent residents of Canada. Letters of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, R3T 2N2. The closing date for applications is November 30, 1992 or until position is filled. The position will become available August 1, 1993.

UNIVERSITY OF MANITOBA. Applications are invited for a tenure track position at the Assistant Professor rank in the area of French as a Second Language and Principles of Second Language Instruction in the Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba. Candidates should have a completed or nearly completed doctoral degree in the teaching of French as a Second Language, successful public school experience in teaching basic French and French immersion and competence in university teaching and in scholarship. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching, advising graduate students, developing a research program that leads to publications in scholarly and professional journals, appropriate service both within the Faculty and in the larger professional community. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is November 30, 1992 or until the position is filled. The position will become available August 1, 1993.

UNIVERSITY OF MANITOBA. Applications are invited for a tenure track position at the Assistant Professor rank in the Teaching of Reading/Language Arts at the Middle Years level (Grades 5-8). Candidates should have successful teaching experience at the Middle Years level and a completed or nearly completed doctoral degree. Responsibilities include: (1) teaching undergraduate and graduate courses in reading/language arts with particular reference to the Middle Years; (2) working collaboratively as a member of a middle years program team; (3) carrying out an active research program; (4) supervising student teachers; (5) advising graduate student research; (6) participating in the Faculty's service activities; and (7) serving as an active liaison between the Faculty and other university departments, professionals, school divisions and agencies such as the provincial department of education. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae, transcripts, and three letters of reference should be forwarded to: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, R3T 2N2. The closing date for applications is November 30, 1992 and the starting date will be August 1, 1993.

UNIVERSITÉ DU MANITOBA — Le Département de l'Enseignement des Sciences Humaines et des Sciences Sociales de la Faculté d'Éducation de l'Université du Manitoba sollicite des candidatures au poste de professeur(e) adjoint(e) pour le programme de didactique du français langue seconde (poste menant à la permanence). Le/La candidat(e) devra être titulaire (ou être sur le point de compléter) un doctorat en didactique du français langue seconde, avoir de l'expérience en enseignement du français de base et par immersion. Le/La candidat(e) devra, en outre, démontrer un intérêt marqué pour le développement de la recherche en milieu universitaire. Nature de la tâche: enseigner au premier et deuxième cycle, superviser les stagiaires dans les écoles, diriger des projets de recherche au niveau des études supérieures, faire personnellement de la recherche, publier et participer à différents comités de la faculté ou de la communauté. L'Université du Manitoba invite la candidature de femmes et d'hommes compétent(e)s, y inclus les minorités visibles, les autochtones et les personnes handicapées. L'Université a prévu un milieu de travail sans fumée. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux citoyennes canadiennes ainsi qu'aux résidents permanents et aux résidentes permanentes. Les candidat(e)s devront atteindre leur curriculum vitae, une lettre précisant leur intérêt et leur compétence dans le domaine, le nom et l'adresse de trois (3) répondants au Dr. John Seymour, Département of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Date limite des candidatures: le 30 novembre 1992 ou jusqu'à ce que le poste soit pourvu. On prévoit l'entrée en fonction le premier août, 1993.

ENGINEERING

UNIVERSITY OF MANITOBA. The Geological Engineering Department, University of Manitoba invites applications for a tenure-track, Assistant Professorship, commencing on or after January 1, 1993. Candidates should have a specialization in one or more of the following: environmental geotechnology, geohydrology, aqueous geochemistry, and environmental protection, including storage and management of wastes. A Ph.D. is required and some industrial experience would be desirable. The successful candidate will be expected to teach at the undergraduate and graduate levels, and to conduct research. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke free environment; seve for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications, including curriculum vitae and the names of three referees, should be sent by November 30, 1992 to: Geological Engineering Department, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

CONCORDIA UNIVERSITY. The Department of Civil Engineering invites applications for a tenure-track faculty position in transportation and traffic engineering. The appointment will be at the Assistant or Associate Professor level. Candidates must possess a Ph.D. in Civil Engineering and have a strong background in mathematical modelling and computer applications. Although applicants with exceptional qualifications in other aspects of transportation and traffic engineering will also be considered, there is particular interest in the following research areas: simulation of public transit networks, application of artificial intelligence in traffic analysis, and development of traffic monitoring and flow measurement techniques. Industrial experience is an important asset. The successful candidate will be expected to establish a significant research program, supervise M.A.Sc. and Ph.D. students, and demonstrate a strong commitment to the teaching of graduate and undergraduate courses. Membership, or eligibility for membership, in a Canadian professional engineering association is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Professor O.A. Pekau, Chair, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. The position is available now and applications will be accepted until it is filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, women candidates shall be given priority.

THE UNIVERSITY OF SASKATCHEWAN invites applications for a staff professor in the Department of Electrical Engineering. This position is sponsored by TRLabs (formerly, Alberta Telecommunications Research Centre) which is an applied research organization with laboratories currently in Edmonton, Calgary and Saskatoon. Substantial support for research and student awards are available from TRLabs in addition to other granting agencies. Appointment will be made without term at the associate or full professor level and salary will be commensurate with that of a tenure-track position. Candidates should have an earned Ph.D. and an excellent record of research in advanced telecommunication systems and networks. The successful candidate will be encouraged to develop new graduate courses and will be expected to teach and supervise both undergraduate and graduate students. The teaching assignment will be one-half the normal faculty duties. The Department offers programs leading to B.E., M.Eng., M.Sc. and Ph.D. degrees. It has approximately 200 undergraduate students, 90 graduate students and excellent research facilities. Curriculum vitae, a list of three referees and a statement of research interest should be addressed to: Dr. M.S. Sachdev, Head, Department of Electrical Engineering, University of Saskatchewan, Saskatoon, Canada, S7N 0W0. Informal inquiries may be made to Dr. Sachdev at (306) 966-5383. Application should be received by December 15, 1992. The earliest expected appointment date is February 1, 1993. The University of Saskatchewan is committed to the principles of employment equity. Canadian citizen and permanent residents will receive first consideration. Applications of non-Canadians will also be considered.

CONCORDIA UNIVERSITY. Centre for Building Studies. The Centre has an opening for a tenure-track faculty position. Applications are sought from candidates whose interests and expertise lie in the area of Building Envelope with emphasis on both experimentation and computer applications. In particular, a major experimental facility is being developed and the position requires the participation of the

Memorial
University of Newfoundland

Dean, Faculty of Business Administration

An Opportunity for a Leader

Memorial University of Newfoundland invites applications and nominations for the position of Dean of the Faculty of Business Administration. The Faculty comprises 750 undergraduate students and 130 graduate students, served by an *FTE* of 70 faculty members of whom half are tenured or tenure track. This position offers great opportunity for personal and institutional growth and development. Applicants should have proven administrative ability, strong academic or other professional qualifications, a penchant for collegial leadership and a dedication to building links with the business community.

Memorial University, the largest Atlantic region university, is the only university in Newfoundland. The university is geographically and philosophically orientated to take advantage of opportunities and linkages in Europe. The province's business sector expects clear leadership from the Faculty of Business Administration for its economic development. Memorial University enrols over 17,000 undergraduate and graduate students in six faculties and seven schools. Its main campus is located in St. John's, a unique city of great charm.

The Faculty of Business Administration has a strong Cooperative Education program, a large part-time MBA enrolment, programs in Harlow (U.K.) and Rennes (France), a Centre for Management Development, and a Small Business Institute. It is committed to fostering research within and across the management disciplines. The work of the Faculty is supported by a strong Business Advisory Board and well-developed linkages to provincial, regional and federal funding agencies. Initiatives are currently underway to establish programs in marine-related industries.

It is anticipated the appointment will take effect on July 1, 1993. Written nominations or applications, the latter accompanied by a resumé and the names of five referees, should be submitted by **December 1, 1992,** to:

Dr. J. Tuinman
Vice-President (Academic) and
Pro Vice-Chancellor
Arts and Administration Building
Memorial University of Newfoundland
St. John's, Newfoundland, Canada
A1C 5S7

In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.

UNIVERSITÉ DE SHERBROOKE

PROFESSEURE OU PROFESSEUR
marketing

L'Université de Sherbrooke sollicite des candidatures pour un poste de professeure ou de professeur régulier à temps complet en marketing. Entrée en fonction: **1er juin 1993.**

Profil des fonctions
Enseignement aux programmes de 1er et 2e cycles. Recherche et intégration au groupe de recherche du Département de marketing. Participation à la vie universitaire. Service à la collectivité.

Exigences
Le candidat ou la candidate devra détenir ou être sur le point d'obtenir un doctorat en administration des affaires (marketing) ou dans une autre discipline appropriée. Inféret marqué pour la recherche et capacité d'entreprendre et de mener à bien des études fondamentales et appliquées dans un ou plusieurs domaines du marketing.

Faire parvenir votre curriculum vitae avant le **4 décembre 1992, 16 h,** à:

Monsieur le Doyen
Faculté d'administration
Concours 92-1-25
Université de Sherbrooke
Sherbrooke (Québec) J1K 2R1

N.B. Les conditions de travail sont régies par les conventions collectives en vigueur. L'Université de Sherbrooke respecte le principe d'équité en emploi et elle s'est dotée d'un Programme d'accès à l'égalité en emploi pour les femmes. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents.

QUEEN'S UNIVERSITY

FACULTY OF EDUCATION

Applications are invited for two tenure track positions in TECHNOLOGICAL STUDIES.

Position Description:
to teach technological education pedagogy across the Ontario K-OAC education programmes, to promote the integration of mathematics, science and technology education, and to encourage the use of computer applications within TECHNOLOGICAL STUDIES subjects. TECHNOLOGICAL STUDIES subjects are represented under five clusters: Construction Technology, Manufacturing Technology, Services Technology, Transportation Technology, Communications Technology — electronics, radio and television broadcasting. Candidates are expected to have expertise in one of the above clusters.

Responsibilities:
1. Teaching in the BEd, Continuing Ed and MEd programmes.
2. Conducting research.
3. Supervising pre-service and graduate students.
4. Providing service within the university and educational communities.

Requirements:
1. Completed or working towards an EdD or PhD in Education or other relevant doctoral degree.
2. Research experience with publications.
3. Successful teaching experience in TECHNOLOGICAL STUDIES and a knowledge of the Canadian education system.
4. Proven ability to work in a cross-disciplinary context, and as an effective team member.

Recognized for excellence and leadership in pre-service and in-service programmes, Technological Studies at the Faculty of Education, Queen's University received funding in 1989 from the Ministry of Colleges and Universities to renovate its technology facilities. These facilities are designed around new directions for secondary Technological Studies in the province of Ontario. Queen's University is also the first Canadian university to offer a graduate concentration in Mathematics, Science and Technology Education.

These two appointments, subject to the approval of the Principal of Queen's University, are at the rank of Assistant Professor beginning July 1, 1993.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

Applicants should forward a letter of application, a curriculum vitae, one sample of recent professional/scholarly work, and the names and addresses of at least three persons to act as referees by **January 15, 1993** to: **Dr. W. Gar White, Acting Dean, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6; Phone: (613) 545-6210; FAX: (613) 545-6564.**

applicant in its operation. Successful candidates will have a Ph.D. or equivalent related to this area, accomplishments in terms of research publications and related experience. Ability to generate research funding is also an important criterion. Duties include teaching at graduate and undergraduate levels, supervision of M.A.Sc. and Ph.D. students and research. Although the language of instruction of Concordia University is English, bilingualism (English and French) will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete resume with three references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. In accordance with Canadian requirements, first priority will be given to Canadian citizens and permanent residents. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority. Applications will be accepted until the position is filled.

CONCORDIA UNIVERSITY. The Department of Civil Engineering invites applications for a tenure-track faculty position in structural engineering. Candidates must possess a Ph.D. in Civil Engineering and have a strong analytical background and thorough knowledge of finite element formulations. Candidates must also have demonstrated expertise in computer applications and the ability to teach advanced graduate courses in structural analysis and design. Practical design experience in either steel or reinforced concrete is an important asset. The successful candidate will be expected to establish a significant research program, supervise M.A.Sc. and Ph.D. students and demonstrate a strong commitment to the teaching of graduate and undergraduate courses. Membership, or eligibility for membership, in a Canadian provincial engineering association is required. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Professor O.A. Pekau, Chair, Department of Civil Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. The position is available now and applications will be accepted until it is filled. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. All things being equal, women candidates shall be given priority.

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Metals and Materials Engineering of the Faculty of Applied Science, The University of British Columbia, invites applications for the post of Assistant Professor in Metals and Materials Engineering. This is a tenure track position, with an initial two year term, and requires that the successful applicant participate in undergraduate and graduate level teaching and research in materials processing. The position is subject to final budgetary approval. Applicants should have a Ph.D. in Metallurgical/Materials Engineering, or other relevant disciplines, with a strong background in metallurgical thermodynamics, heat and mass transfer, and process analysis, with an interest in supervision of graduate students and proven ability to conduct independent research. Areas of specialization which would be of particular interest are non-ferrous processing and metallurgical and material waste recycling and utilization. The successful applicant is also expected to seek external funding and develop new areas for metals and materials processing research. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The starting date is April 1st, 1993. Applications including Resume and References should be sent by December 31, 1992 to: Dr. T.R. Meadowcroft, Head, Dept. of Metals and Materials Engineering, The University of British Columbia, 309-6350 Stores Road, Vancouver, B.C., V6T 1Z4 Canada.

CONCORDIA UNIVERSITY - The Department of Electrical and Computer Engineering invites applications for a tenure-track faculty position in Electrical and Computer Engineering at the assistant/associate professor level. The position is in the Distributed Systems area with an emphasis on one or more of the following: computer networking and protocols, distributed computing, and software engineering. Strong candidates in related areas will also be considered. Responsibilities include graduate and undergraduate teaching, research and supervision of graduate students. Candidates should have a Ph.D. in Electrical or Computer Engineering, or Computer Science, and a strong interest in both research and teaching. The department currently has 24 full-time faculty members and is strongly committed to research excellence. The department offers bachelor's programs in Electrical Engineering and Computer Engineering, and Master's and Doctoral programs in Electrical Engineering. There are currently over 150 graduate students, of whom approximately 50 are doctoral students. In accordance with Canadian immigration requirements, priority will be given to citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Applications will be accepted until the position is filled. Applicants should send a resume and names of at least three references to: Dr. J.C. Giguere, Acting Chairperson, Department of Electrical and Computer Engineering, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec H3G 1M9 Canada; FAX: (514) 848-2802.

UNIVERSITY OF TORONTO - The Department of Mechanical Engineering at the University of Toronto invites applications for an academic tenure stream position in Manufacturing and/or Design at the rank of Assistant Professor. Applicants must have a doctoral degree, an outstanding academic record and effective teaching ability. Salary will be commensurate with qualifications. Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor D. McCammond, Chair, Department of Mechanical Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, Canada M5S 1A4. The closing date for all applications to be received is December 31st, 1992. In accordance with Canadian immigration requirements, priority will be given to applications from Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for this position.

CONCORDIA UNIVERSITY - The Department of Electrical and Computer Engineering at Concordia University invites applications for a tenure, tenure-track faculty position at the senior level in the area of Power Electronics. Candidates should have considerable experience in the analysis and design of static power converter systems using modern topologies and control techniques. Industrial experience in modern power converter systems design and development is considered very important. Responsibilities include graduate and undergraduate teaching, research and supervision of graduate students. Candidates should have a Ph.D. in Electrical Engineering and a demonstrated interest in both research and teaching. The department currently has 24 full-time faculty members and is strongly committed to research excellence. It offers bachelor's programs in Electrical Engineering and Computer Engineering, and Master's and Doctoral programs in Electrical Engineering. There are currently over 150 graduate students, of whom approximately 50 are doctoral students. In accordance with Canadian immigration requirements, priority will be given to citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Applications will be accepted until the position is filled. Applicants should send a resume and names of at least three references to: Dr. J.C. Giguere, Acting Chairperson, Department of Electrical and Computer Engineering, Concordia University, 1455 de Maisonneuve Blvd., West, Montreal, Quebec, H3G 1M9 Canada; FAX: (514) 848-2802.

UNIVERSITY OF WATERLOO - The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in the areas of digital communications systems, digital circuits or systems, software engineering, software systems design, semiconductor devices (including optoelectronic devices and integrated circuits), and power systems (transmission, distribution and utilization). The department also invites applications for a limited term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.R. MacPhie, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, of visible minority people, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO - The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for a definite-term appointment as Research Assistant Professor. The candidate should have a Ph.D. in Physics or Electrical Engineering with research experience in: amorphous silicon (a-Si) and polycrystalline silicon (poly-Si) thin films for sensing applications, integrated circuit (IC) device fabrication, and silicon surface and bulk micromachining. Duties include: characterisation of optical, thermal and mechanical properties of a-Si, development of suitable process technology that yields minimal residual stress in thermally isolated a-Si, poly-Si and oxide composite layers. Thermal isolation is to be achieved by Si micromachining techniques. The salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applicants from qualified women and men, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds.

McGILL UNIVERSITY - Research Associate in Electroelectronics. The Microelectronics and Computer Systems Laboratory of McGill University is currently seeking a Research Associate. The successful candidate will be involved in collaborative university-industry research project in the area of testing and design of microelectronics circuits. Applications are invited from individuals who have outstanding research potential, demonstrated solid research achievements in the area of testing of Very Large Scale Integrated (VLSI) circuits, and have experience in teaching and supervision of graduate students. Candidates must have an earned Ph.D. degree in Electrical Engineering. Interested candidates are invited to send their resume and a list of three references to: Professor Nicholas C. Rumin, Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, Quebec, Canada, H3A 2A7. McGill University is committed to equity in employment.

ENGLISH

THE UNIVERSITY OF CALGARY Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 1993. Candidates with a completed PhD and qualifications in the area of Victorian poetry and culture will be preferred. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applicants should send a curriculum vitae and a sample of published or written work, and arrange to have three letters of reference sent before December 1, 1992 to: Professor I.W. Adam, Head, Department of English, The University of Calgary, 2500 University Drive, Calgary, Alberta T2N 1N4.

UNIVERSITY OF WINDSOR. Department of English. Applications are invited for a tenure-track position in Contemporary British Literature, with a secondary interest in Critical Theory, to commence on July 1, 1993. The successful candidate will have a Ph.D., an established publication record and will be capable of teaching on the graduate and undergraduate levels. It is the intention of the University to fill vacancies at the Assistant Professor level, whenever possible. Send letter of application, curriculum vitae, and a dossier containing three letters of reference to Dr. Edward A. Watson, Head, Department of English, University of Windsor, Windsor, Ontario, N9B 3P4, Canada. Deadline for applications is December 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of St. Jerome's College to fill its vacancies with recent Ph.D. graduates whenever possible. Applications from women are particularly welcome.

ENVIRONMENTAL STUDIES

YORK UNIVERSITY - Faculty of Environmental Studies. The Faculty of Environmental Studies at York University wishes to make four tenure-stream appointments at the Assistant Professor level, effective July 1, 1993, subject to budget approval, one in each of the following areas: Applied ecology; Environmental policy and economics; Environmental thought/philosophy; Planning and impact assessment. The successful applicants will be expected to teach and advise students at the undergraduate and graduate levels and will have demonstrated ability in practice and theory in their areas of expertise. Applicants should hold a PhD degree in a relevant field or have equivalent academic or professional experience. Familiarity with appropriate uses of microcomputers in their area of expertise will be regarded as an advantage, as will university teaching experience. The Faculty expects applicants to demonstrate enthusiasm for and competence in advising students in a highly individualized program; commitment to interdisciplinary education, research, and collegial collaboration therein; and explicit commitment to explore the relationships underlying nature and society in their research and teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. Letters of application should address the above statement of Faculty approach and focus, and should include a CV and the names of three referees familiar with the applicant's academic and professional work. Applicants should indicate the position or positions being applied for. Applications should reach the University by December 1, 1992, addressed to: David V.J. Bell, Dean, Faculty of Environmental Studies, York University, L.G. Lumbers Building, 4700 Keele Street, North York, ON M3J 1P3.

FAMILY ECONOMICS

UNIVERSITY OF MANITOBA - Family Economics/Consumer/Resource Management Position. The Department of Family Studies at the University of Manitoba has a full time tenure track position available in the area of family economics, consumer behaviour, and/or family

UNIVERSITY OF OTTAWA DEPARTMENT OF PHARMACOLOGY

A tenure track ASSISTANT PROFESSOR POSITION is available for candidates with a background in PHARMACOLOGY. The successful candidate will have a PhD or equivalent degree, at least two years of postdoctoral experience and a strong commitment to research and teaching. Preference will be given to candidates with a CELLULAR and MOLECULAR approach to research in areas of interest in the department which include secretion, neuropharmacology, immuno-pharmacology, cardiovascular pharmacology, endocrine pharmacology (cancer and toxicology. The department has teaching responsibilities for medical, nursing and undergraduate students as well as graduate students in the MSc and PhD programs. Knowledge of French is an asset. Applications, which must include a curriculum vitae, three letters of recommendation, a brief description of research and teaching experience, a statement of career objectives and an outline of proposed research, should be sent to **Dr. J.-M. TRIFARÒ, CHAIRMAN, DEPARTMENT OF PHARMACOLOGY, FACULTY OF MEDICINE, UNIVERSITY OF OTTAWA, 451 SMYTH ROAD, OTTAWA, ONTARIO, CANADA, K1H 8M5.** The closing date for applications is **15 January 1993.**

The University of Ottawa offers equal employment access to members of the following groups women, members of visible minorities, aboriginal peoples and persons with disabilities in accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada

CONTINUING EDUCATION DIVISION

THE UNIVERSITY OF MANITOBA

PROGRAM DIRECTOR
MICROCOMPUTER TRAINING PROGRAMS
AND NOVELL AUTHORIZED EDUCATION CENTRE

Qualifications: The Continuing Education Division invites applications for a two-year, full-time position at the Instructor level, with the possibility for renewal. Minimum education requirement: Master's degree preferred, Novell CNE or CNI designation an asset. Responsibilities will include the development and implementation of information systems certificate programs, Novell and UNIX education, as well as microcomputer courses for business applications. The successful candidate will work with related educational, community, and business groups. Applicants should have a thorough understanding of and experience with microcomputer applications for business, including knowledge of Novell network software and preferably a knowledge of UNIX. Applicants should also have demonstrated ability to work with the business community which will include the development and marketing of leading-edge computer training programs.

Salary will be commensurate with qualifications and experience. The appointment will begin as soon as possible after the review of applications.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications will be received until the position is filled. Interested candidates should submit a cover letter, resume, and the names of three references to: **MARK NOVAK, Ph.D., ASSOCIATE DEAN (ACADEMIC), CONTINUING EDUCATION DIVISION, THE UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.**

Dean, Faculty of Social Sciences

Laurentian University

Laurentian University seeks applications and nominations for the position of Dean of the Faculty of Social Sciences to take office July 1, 1993 for a five-year term. The Dean is a senior academic appointment reporting to the Vice-President, Academic.

Laurentian is a bilingual institution and the academic operation includes three Federated Universities (Huntington, Sudbury, Thornelae), three Affiliated Colleges (Algoma – Sault Ste Marie, Hearst, Nipissing – North Bay) and the Université canadienne en France programme involving nearly 10,000 full-time and part-time students. A steady increase in enrolment, new research centres, expanded French programmes, initiatives in native education, growth of distance education and a successful development campaign are all indicators of the central role of Laurentian University in the economic, social and cultural development of Sudbury and northeastern Ontario.

The Faculty of Social Sciences is composed of the following departments: Economics, Geography, History, Law and Justice, Political Science, Psychology, and Sociology and Anthropology. The Faculty offers a number of undergraduate programs and certificates and offers graduate programs in History and in Child and Development Studies. In addition, the Faculty of Social Sciences is heavily involved in several of the University's research centres: the Centre for Research and Human Development, the Institute of Northern Ontario Research and Development, and the Institut Franco-Ontarien. The University is currently involved in a long-term strategic planning process and is particularly interested in a candidate who would provide leadership in the planning of the future of the Faculty of Social Sciences.

Candidates should have a strong academic background in teaching and research, proven administrative ability, and command of French and English. Please respond to the address shown at left.

Laurentian University has an employment equity policy. Applications are encouraged from aboriginal people, persons with disabilities and racial minorities. Applications from qualified women are particularly welcome. Laurentian University is a smoke-free environment.

The LANDMARK Consulting Group Inc.

155 University Avenue
Suite 206
Toronto, Ontario M5H 3B7
Fax (416) 359–1882

resource management. The successful candidate will be familiar with microeconomic principles as applied to families, use appropriate theoretical frameworks in teaching and research, and work effectively in a multidisciplinary unit. It is desirable for the candidate to be able to communicate family economic and consumer behaviour principles in the Canadian context. Additional assets are the ability to relate family economic and consumer interests to environmental issues and to interpret family and economic policy. Duties of the position include teaching at undergraduate and graduate levels, conducting research, and assisting with preparation of students for professional positions. The successful applicant will hold a Ph.D. or equivalent or be nearing completion of a doctoral degree and be able to demonstrate competence in university teaching and research, including familiarity with microeconomic research methodologies. Salary and rank to be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries and applications, including complete curriculum vitae and names of three referees should be sent by December 31, 1992, to: Carol D.H. Harvey, Ph.D., Chair of Selection Committee, Family Housing Position, Department of Family Studies, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Enquiries by telephone (204) 474-9225, FAX (204) 275-5299, or E-mail CHARVEY@UDFMCC are welcome. Date of appointment expected to be July 1, 1993.

FINANCE

CONCORDIA UNIVERSITY, Montreal, Quebec, Canada - The Department of Finance at Concordia University is seeking qualified applicants for tenure track and visiting positions at all ranks starting June 1, 1993. All areas of finance will be considered. For appointments at the Assistant Professor, preference will be given to candidates who have completed their Ph.D. degrees and indicate strong orientation to academic research. Candidates for higher ranks must provide evidence of excellent teaching and research record. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, M.Sc, and Ph.D. levels. Teaching in the Executive MBA and Airline MBA Programs is also encouraged. Teaching load is low and carried over 26 weeks per academic year. Salaries are competitive and dependent on rank, research record, and experience. Applications are also invited for limited-term positions as lecturers. At least an MBA and relevant work experience is expected. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Please contact Dr. A. Jalilvand, Chair, Department of Finance, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada; (514) 848-2790 or 848-2789. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY- Finance. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for tenure track positions in Finance, Real Estate, Risk/Insurance Management. The positions will commence September 1, 1993 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Milton Chew, Chair, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5455. Closing date: February 1, 1993.

FOOD SCIENCE

UNIVERSITY OF ALBERTA. We are seeking a recent PhD in Food Biochemistry or closely related field to work on a collaborative research project focused on "Physical and Chemical Methods To Inhibit Lipid Oxidation In Precooked Poultry Products Made With MDM". The research will be directed to the investigation of both packaging materials and methods, and the incorporation of natural antioxidant materials into the formulations. Applicants should have experience in packaging systems cooked poultry product lipid oxidation (MDPH), and poultry product formulations. The salary will be $24,000 per year, renewable based on satisfactory performance. The closing date for applications is December 31, 1992. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send resume, transcripts and three letters of reference to: Dr. Fred H. Wolfe Professor, Food Biochemistry, Food Science Department, University of Alberta, Edmonton, Alberta T6G 2P5, or; Dr. J.S. Sim, Professor, Poultry Nutrition and Product Technology, Animal Science Dept., University of Alberta, Edmonton, Alberta T6G 2P5. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA. A joint research project needs a Research Associate to isolate and quantify the effects of beet calpains and cathepsins in early postmortem meat. The successful applicant will have a recent PhD in Food Biochemistry or a closely related field, and extensive experience in protein and enzyme purification, assay methods for proteases, SDS-PAGE, light and electron microscopy, and familiarity with how these methods are used to examine myofibills and other muscle organelles. The salary is $24,000 per year, and is renewable with satisfactory progress. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for applications is December 31, 1992. Please forward your resume, the letters of reference, and a statement of interest to: Dr. F.H. Wolfe, Professor of Food Biochemistry, Food Science Department, 2-06 AgFor Center, University of Alberta, Edmonton, Alberta T6G 2P5. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

FRENCH

DALHOUSIE UNIVERSITY - Department of French. Applications are invited for a one-year renewable 50% appointment at the Assistant Professor level in the area of French second-language pedagogy, effective 1st July 1993. Responsibilities include language teaching (1st/2nd year level); B.Ed. "methods of teaching French at the secondary level" and supervision of student teachers; graduate classes and supervision in French second-language pedagogy. Qualifications: Ph.D. in French second-language pedagogy or related area, relevant teaching experience and research activity, native-like proficiency in French. Applications, with names of three referees, to: Professor Michael Bishop, Chairperson, Department of French, Dalhousie University, Halifax, Nova Scotia B3H 3J5, by 15th January 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity affirmative action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA - The Department of French of the University of B.C. invites applications for a tenure-track position at the rank of Assistant Professor, commencing July 1st, 1993. Requirements: doctorate by September 1993 in either seventeenth-century French theatre or eighteenth-century non-fiction prose; demonstrated research and teaching ability; bilingual with native or near-native fluency in French. Teaching duties will normally include language instruction. Salary will be determined according to qualifications and experience and is subject to negotiation and approval. Closing date for application is 1 December 1992 or later if position not filled. Send applications, including a C.V. and the names of at least three referees, to Valerie Raoul, Head, Department of French, 797-1873 East Mall, The University of British Columbia, Vancouver, B.C. V6T 1Z1; Fax: (604) 822-6675; Tel.: (604) 822-2879. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. U.B.C. welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Appointment may be considered at a higher rank for a women with exceptional qualifications.

THE UNIVERSITY OF CALGARY Faculty of Continuing Education invites applications for the position of Director of the French Centre, effective July 1, 1993. The appointment level will be Assistant Professor (tenure-track). The French Centre provides a variety of learning experiences, mostly of a non-degree nature, in French as a Second Language to the general public, students, support staff and faculty, and works collaboratively with other French language organizations, both locally and nationally. The French Centre has a secretarial staff of two, a French language program coordinator, twelve part-time instructors and ten part-time French language monitors. The Director should hold a PhD in second language teaching and/or adult education or related discipline and should have publications related to languages and language learning. Applicants should be fluently bilingual (French/English); other languages an asset. Requirements include experience in teaching languages to adults, and in administering language programs. As a faculty appointment in the Faculty of Continuing Education the Director will be expected to engage in research and plan and administer other program areas, e.g. Spanish, Italian and linguistics. In accordance with Canadian immigration requirements, priority will be given to Canada citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Applications, including curriculum vitae and the names and addresses of three referees should be sent by December 1, 1992 to: Dr. D.M. Kirby, Dean, Faculty of Continuing Education, The University of Calgary, 2500 University Drive N.W. Calgary, Alberta, T2N 1N4.

ACADIA UNIVERSITY, WOLFVILLE, Nouvelle-Ecosse - Le Département d'études françaises sollicite des candidatures pour un poste pouvant conduire à la permanence (poste no 10505) au rang de professeur-e adjoint-e en études canadiennes. Entrée en fonctions: 1er juillet 1993. Les candidats et candidates seront de cette même profession d'un doctorat avec spécialisation dans un domaine des études canadiennes françaises et devront pouvoir enseigner le littéraire et la civilisation canadienne-françaises. Les autres tâches incluront l'enseignement de le traduction et du français comme langue seconde aux niveaux élémentaire et intermédiaire. Toute candidature devra inclure une lettre se référant spécifiquement au numéro de poste ci-dessus et un curriculum vitae détaillé, ainsi que les noms de trois personnes ayant accepté de servir de références. Ces personnes feront parvenir directement une lettre à: Président(e), Comité de Sélection, Département d'Etudes françaises, Université Acadia, Wolfville, Nouvelle-Ecosse, B0P 1X0. Selon les règlements de la loi canadienne sur l'immigration, cette annonce est destinée en premier lieu aux citoyens canadiens et aux résidents permanents. L'Université Acadia applique une politique d'équité en matière d'emploi. Date de clôture du concours: 31 janvier 1993.

ACADIA UNIVERSITY, Wolfville, N.S. - The Department of French at Acadia University invites applications for a tenure-track appointment (position no. 10505) at the rank of assistant professor beginning July 1, 1993. Applicants should have a Ph.D. in some area of French Canadian Studies by the appointment date and will teach in the areas of French Canadian Literature and Civilisation. Other duties will include the teaching of French/English Translation and of French as a Second Language at the elementary and intermediate levels. Applicants should send a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Chairperson, Selection Committee, Department of French, Acadia University, Wolfville, N.S. B0P 1X0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadie University is an Equal Opportunity Employer. The closing date for applications is January 31, 1993.

GEOGRAPHY

BROCK UNIVERSITY. The Department of Geography of Brock University invites applications for one or possibly two tenure track faculty positions, subject to final budgetary approval, commencing July 1, 1993. Each appointment will be at the rank of assistant professor and require a doctoral Ph.D. degree. One appointment will be in Physical Geography with a specialization in Soils and an interest and expertise in environmental applications. The ability to contribute to a course in GIS or Remote Sensing would be an asset. The second appointment will be in Economic Geography with an emphasis on government policies as they affect patterns of economic activity. Successful candidates will have had successful undergraduate teaching experience and will have demonstrated potential for developing a sustained program of independent research and scholarly activity. Applicants should submit by January 31, 1993 a curriculum vitae, the names and addresses of three referees, and selected reprints or preprints of publications to Dr. John McNeil, Chair, Department of Geography, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

BISHOP'S UNIVERSITY - The Department of Geography at Bishop's University invites applications for a tenure track position in Physical Geography commencing on July 1, 1993. Candidates should hold a Ph.D. in Geography and must have teaching experience. Rank and salary will be commensurate with qualifications. The successful candidate will be expected to teach three undergraduate courses in both semesters at introductory and advanced levels, to have a strong background in field studies and to have research interests appropriate to a small undergraduate institution. Areas of teaching expertise could include biogeography, environmental studies, geomorphology or climatology. Competence in areas of geographic methodology including GIS would be an asset. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit a recent curriculum vitae and arrange for three letters of reference to be sent, by February 1, 1993, to Dr. C.G. Rose, Dean, Social Sciences, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

GERMAN

McGILL UNIVERSITY. 1. Assistant or Associate Professor of German, tenure-track, subject to budgetary approval. 2. Ph.D., native or near-native ability in German, teaching experience; preference given to a candidate with a record of research and publications; competence in twentieth-century literature and in age of Goethe literature; commitment to German Studies; interest in literary theory and/or Women's Studies. McGill is committed to equity in employment. 3. Undergraduate language and literature courses, graduate seminars, culture courses including German Studies courses; thesis supervision. 4. Assistant Professor base salary ($49,275), Associate Professor base salary ($56,682). 5. Curriculum vitae, names and addresses of three referees, to be sent to Peter M. Daly, Chair, Department of German, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec H3A 1G5. 6. Appointment date: September 1, 1993. 7. Deadline date: February 1, 1993, or thereafter when position filled. 8. In accordance with Canadian immigration requirements, this advertisement is directed only to Canadian citizens or permanent residents in the first instance.

GERONTOLOGY

McMASTER UNIVERSITY - Gerontology. A two-year contractually limited appointment will be made in Gerontology at the Assistant Professor level, commencing July 1, 1993, subject to budgetary approval. Salary commensurate with qualifications and experience. Candidates with Ph.D. are preferred. The position includes teaching first-year classes and some administrative responsibilities. Candidates in Social Sciences, especially anthropology, economics, physical education, political science, religious studies, social work and sociology are encouraged to apply. The University offers a 3-year B.A. and a 4-year Honours programme in Gerontology and Another Subject and is planning for graduate programmes in Gerontology. McMaster University encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications including a curriculum vitae and the names of three referees should be submitted by December 1, 1992 to: Dr. Ellen B. Ryan, Director, Office of Gerontological Studies, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1.

HEALTH ECONOMICS

McMASTER UNIVERSITY - The Centre for Health Economics and Policy Analysis. The Centre is seeking a health economist for a full-time appointment in the Department of Clinical Epidemiology and Biostatistics; associate membership in the Faculty of Business and any other relevant department will be encouraged. CHEPA is a multi-disciplinary, university-wide centre that fosters research and educational activities in the area of health economics and health policy. It is housed in the Health Sciences Centre and draws its membership from the Faculty of Health Sciences, the Faculty of Social Sciences and the Faculty of Business. A PhD or an equivalent background in health economics and training in applied microeconomic theory, quantitative techniques, or decision science are required. Preference will be given to candidates with an interest in health or social policy. Candidates must have the ability to conduct independent original research in a multi-disciplinary environment, and to teach in graduate and post-professional programmes in the Faculty of Health Sciences and the Faculty of Business. The position is at the rank of Assistant or Associate Professor, with salary dependent upon qualifications and experience. The position will be available July 1, 1993 and will be on a contract basis with the possibility of conversion to a non-contractual permanent position. Applications should be sent, by December 31, 1992, to: Dr. Jeremiah Hurley, Search Coordinator, Centre for Health Economics and Policy Analysis, Department of Clinical Epidemiology and Biostatistics, McMaster University, 1200 Main Street West, Hamilton, Ontario, Canada L8N 3Z5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McMaster University is committed to an employment equity programme.

HISTORY

McGILL UNIVERSITY. Applications are invited for a tenure track position (budget permitting) at the Assistant Professor rank, in the History of 19th and 20th century Britain. The appointment will commence on 1 September 1993. A completed Ph.D. is required. Please address application, C.V. and three letters of reference to: Professor Carman Miller, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, DC H3A 2T7; Fax: 514-398-8365. Application deadline: December 1, 1992. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

SIMON FRASER UNIVERSITY - The Department of History, Simon Fraser University, invites applications for a tenure-track appointment in Canadian history to commence in September 1993. While all qualified applicants will be considered, priority may be given to candidates with research interests in Canadian

Doyen(ne) de la Faculté des sciences sociales

L'Université Laurentienne

L'Université Laurentienne sollicite des candidatures et des mises en candidature ou poste de doyenne ou doyen de la Faculté des sciences sociales. Cette personne entrera en fonction le 1er juillet 1993 pour un mondat de cinq ans. Ce poste se situe ou niveau supérieur de l'enseignement sous l'autorité du vice-recteur à l'enseignement et ó lo recherche.

L'Université Laurentienne est un établissement bilingue. Trois universités fédérées (Huntington, Sudbury, Thornelee), trois collèges affiliés (Algoma ò Sault-Ste-Marie, Hearst, et Nipissing à North Bay) et le programme de l'Université canadienne en France s'y joignent pour former un réseau universitaire qui ossure des services à près de 10 000 étudiants ò plein temps et ó temps partiel. Un effectif qui ougmente progressivement, de nouveaux centres de recherche, des programmes françois élorgis, des initiatives en motière d'éducotion des Amérindiens, l'exponsion de la formation ó distonce et une compogne de développement couronnèe de succès sont tous des indices du rôle central que joue l'Université laurentienne dons l'évolution économique, sociale et culturelle de Sudbury et du nord-est de l'Ontorio.

Lo Faculté des sciences socioles comprend les déportements suivonts : Droit et Justice, Economie, Géographie, Histoire, Science politique, Psychologie, et Sociologie et Anthropologie. La Faculté offre un certoin nombre de programmes et de certificots de premier cycle, et des programmes au niveau supèrieur en Histoire et en Etudes sur l'enfont et le développement. De plus, la Faculté des sciences socioles est étroitement associée ò plusieurs centres de recherche de l'Université : le Centre de recherches en développement humoin, l'Institut nord-ontorien de recherche et développement, et l'Institut franco-ontorien. L'Université est présentement engogée dons un processus de plonification stratégique à long terme et recherche particulièrement une personne qui pourvoirait ó la plonification de l'ovenir de la faculté des Sciences socioles.

Les personnes intéressées doivent possèder un solide dossier d'enseignement et de recherche, ovoir démontré des capocités administrotives et maîtriser le françois et l'onglois. Prière de répondre à l'oddresse ci-contre.

L'Université Laurentienne souscrit ou principe de l'équité en motière d'emploi et encourage les outochtones, les personnes hondicopées et les membres des minorités visibles ò poser leur condidoture. Elle occorde une ottention particulière aux condidatures des femmes qoolifiées. L'Université Laurentienne est un lieu de trovail sons fumée.

The LANDMARK Consulting Group Inc.

155 University Avenue
Suite 206
Toronto, Ontario M5H 3B7
Fax (416) 359-1882

THE UNIVERSITY OF AUCKLAND
NEW ZEALAND

A LECTURESHIP

Department of Mechanical Engineering
School of Engineering

Vacancy UAC.226

Applications are sought from suitably qualified persons with research or industrial experience in the areas of solid mechanics or manufacturing technology. Experience in finite elements or CAD/CAM would be an advantage.

The appointee will be expected to participate in undergraduate and graduate teaching, to carry out research in an appropriate area, and to develop links with industry. The Department has a wide range of research interests, including composite materials, metal forming, advanced manufacturing systems and computer graphics. Applicants must have a higher degree in engineering and preferably industrial or research experience. They should also be able to demonstrate their ability to work in a team, and to present evidence of their research ability or potential.

Commencing salary will be established with the range NZ$37,440 - NZ$49,088 per annum.

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone (64) 9 373-7999, fax (64) 9 373-7454. Three copies of applications should be forwarded to reach the Registrar by **1 December 1992**.

Please quote Vacancy Number UAC.226 in all correspondence.

W B NICOLL, REGISTRAR

An Equal Employment Opportunity Employer

social, regional, or native history. The appointment will be made at the Assistant Professor level, and the salary will match qualifications. This position is subject to budgetary approval. Preferred qualifications include a completed Ph.D., publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in his/her area of specialization. In accordance with immigration requirements, this advertisement is directed to individuals eligible for employment in Canada at the time of the application. Simon Fraser University is committed to the principles of equity in employment and offers equal employment opportunities to qualified applicants. Closing date for receipt of applications is January 15, 1993. Applicants should send a curriculum vitae and three letters of reference to: Dr. Paul Edward Dutton, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6.

UNIVERSITY OF LETHBRIDGE. 1. The Department of History at the University of Ottawa invites applications for a two-year, limited-term appointment in native history (North American). The candidate should be capable of teaching courses in 17th and 18th century Canadian history. 2. Starting date: July 1st, 1993. 3. Requirements: Ph.D. Publications and teaching experience preferred. Language of instruction will be English; preference will be given to candidates also able to teach in French. Bilingualism is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Professor Paul Lechence, Secretary to the Search Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: January 15, 1993. Employment equity is University policy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ D'OTTAWA. 1. Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste en histoire des autochtones (Amérique du Nord). Il s'agit d'un poste régulier à durée limitée deux ans. Le candidat ou la candidata doit être en mesure d'enseigner des cours en histoire canadiennes des 17ième et 18ième siècles. 2. Entrée en fonction: Le 1er juillet 1993. 3. Exigences: Doctorat complété. La préférence sera accordée aux candidat(e)s qui ont l'expérience de l'enseignement et des publications. Langue d'enseignement est l'anglais; la préférence ira aux candidat(e)s qui peuvent aussi enseigner en français. La bilinguisme est une condition pour la permanence. 4. Rang: Professeur(e) adjoint(e). Salaire: Selon la convention collective. 5. Prière de faire parvenir un curriculum vitae et trois lettres de recommandation au Professeur Paul Lachence, Secrétaire du comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. 6. Date limite pour soumettre sa candidature: Le 15 janvier 1993. L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF OTTAWA. 1. The Department of History at the University of Ottawa invites applications for a tenure track position in the history of the German-speaking countries since 1500. 2. Starting date: July 1st, 1993. 3. Requirements: Ph.D. Publications and teaching experience preferred. Language of Instruction will be English; preference will be given to candidates also able to teach in French. Bilingualism is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Professor Mark Stolarik, Secretary to the Search Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. 6. Deadline for applications: January 15, 1993. Employment equity is University policy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ D'OTTAWA. 1. Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire des pays de langue allemande depuis 1500. 2. Entrée en fonction: Le 1er juillet 1993. 3. Exigences: Doctorat complété. La préférence sera accordée aux candidat(e)s qui ont l'expérience de l'enseignement et des publications. La langue d'enseignement est l'anglais; la préférence ira aux candidat(e)s qui peuvent aussi enseigner en français. Le bilinguisme est une condition pour la permanence. 4. Rang: Professeur(e) adjoint(e). Salaire: Selon la convention collective. 5. Prière de faire parvenir un curriculum vitae et trois lettres de recommandation au Professeur Mark Stolarik, Secrétaire du comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. 6. Date limite pour soumettre sa candidature: Le 15 janvier 1993. L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF OTTAWA. 1. The Department of History at the University of Ottawa invites applications for a tenure track position in East Asian history (including Southeast Asia). Special consideration will be given to applicants who can teach courses in 19th and 20th century Chinese and Japanese history. 2. Starting date: July 1st, 1993. 3. Requirements: Ph.D. Publications and teaching experience preferred. The candidate will be required to teach in both French and English from the time of appointment. Bilingualism is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Professor Jacques Barbier, Secretary to the Search Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. 6. Deadline for applications: January 15, 1993. Employment equity is University policy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ D'OTTAWA. 1. Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire de l'Asie de l'Est y compris le Sud-Est Asiatique. On accordera une attention spéciale aux candidat(e)s aptes à donner des cours sur le Chine et le Japon des 19ième et 20ième siècles. 2. Entrée en fonction: Le 1er juillet 1993. 3. Exigences: Doctoral complété. La préférence sera accordée aux candidat(e)s qui ont l'expérience de l'enseignement et des publications. Le/La candidat(e) devra enseigner en anglais et en français dès l'engagement. Le Bilingualisme est une condition pour la permanence. 4. Rang: Professeur(e) adjoint(e). Salaire: Selon la convention collective. 5. Prière de faire parvenir un curriculum vitae et trois lettres de recommandation au Professeur Jacques Barbier, Secrétaire du comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. 6. Date limite pour soumettre sa candidature: Le 15 janvier 1993. L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

HUMANITIES

QUEEN'S UNIVERSITY - Webster Fellowship Programma in the Humanities. Queen's University invites applications from scholars who have recently obtained or are about to complete doctoral studies (or some professional equivalent) in the humanities, broadly conceived. Candidates with new perspectives, who can place specialized enquiry within a larger intellectual or cultural context, are especially encouraged to apply. Fellowships are tenable for two years with a stipend of $40,500 for the first year and an expense allowance of $2,000. While most of their time is devoted to research, fellows are normally expected to teach one full course in their discipline. Applicants should send curriculum vitae and a brief essay, not exceeding 1,000 words, outlining their proposed research to Dr. L.G. Monkman, Associate Dean, Faculty of Arts and Science, Queen's University, Kingston, Ontario, K7L 3N6. Three referees should be asked to send supporting letters directly to the same address. The deadline for completed applications is January 15, 1993. Les francophones, ainsi que les anglophones, sont invité(e)s à poser leur candidature. Candidates of either sex are equally encouraged to apply.

LANGUAGES

QUEEN'S UNIVERSITY in Kingston, Ontario invites applications for a contract position to teach Japanese language beginning on September 1, 1993. The position requires teaching introductory through advanced Japanese during the academic year and continuing the development of materials for, and teaching on, an intensive summer course in Japanese. Applications will be accepted until December 31, 1992. Applicants should have appropriate training for teaching Japanese as a foreign language up to the advanced level. A minimum of a Master's degree in a relevant area is required. The starting annual contract rate will be $25K. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Please send c.v. and names of three references to: R.L. Jackson, Associate Dean, School of Business, Queen's University, Kingston, Ontario, Canada K7L 3N6. TEL: (613) 545-2306 or FAX: (613) 545-2013.

LAW

UNIVERSITY OF SASKATCHEWAN - The College of Law, University of Saskatchewan, invites applications for one or more one-year term positions commencing July 1st, 1993. The positions are subject to budgetary approval and normally will be made at the Assistant Professor level. Research and teaching at the LL.B. level will be required. Candidates must have completed the Master of Laws degree and have demonstrated proficiency and promise in legal research. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to the Dean, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The University of Saskatchewan is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LINGUISTICS

UNIVERSITÉ D'OTTAWA - Le département de linguistique de l'Université d'Ottawa annonce un poste en linguistique théorique dans le domaine de la phonologie. Il s'agit d'un poste régulier menant à la permanence. Le poste sera comblé au rang de professeur(e) adjoint(e) ou agrégé(e). La date d'entrée en fonction est fixée au 1er juillet 1993. Exigences: doctorat en linguistique, preuves d'excellence en recherche. Da plus, on s'attend à ce que le personne choisi participe enseigner dans les deux langues officielles, soit le français et l'anglais. Les candidats/candidates sont prié(e)s de faire parvenir leur CV, trois lettres de recommandation, copies de publications et/ou travaux de recherchas non encore publiés représentatifs à: Philip Hauptman, directeur, Département de linguistique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5 (télécopieur: (613) 564-9067; courrier électronique: Ling@scadvm1.uottawa.ca). Les candidatures reçues avant le 1 décembre 1992 sont assurées d'être prises en considération, mais le département se réserva la possibilité de considérer les candidatures reçues à une date ultérieure jusqu'à ce que la décision finale soit prise. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Conformément aux exigences d'immigration Canada, cetta annonce s'adresse aux citoyens et aux résidents permanents.

UNIVERSITY OF OTTAWA - The Department of Linguistics at the University of Ottawa invites applications for a tenure-track position in phonological theory at the assistant or associate professor level, effective July 1, 1993. Requirements: Ph.D. in Linguistics, proof of excellence in research. In addition, the person selected will be expected to teach courses in both official languages (English and French). Candidates are invited to address their application with CV, three letters of recommendation and representative copies of publications and/or unpublished research to: Philip Hauptman, Chair, Department of Linguistics, University of Ottawa, Ottawa, Ontario K1N 6N5 (Fax. (613) 564-9067; e-mail: Ling@acadvml.uottawa.ca). Applications received before December 1, 1992 are guaranteed consideration, but the department will consider applications until the final decision is made. The University of Ottawa has an employment equity policy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MANAGEMENT

THE UNIVERSITY OF LETHBRIDGE, Faculty of Management has one full-time tenure track position available for a specialist in Organizational Behaviour or Industrial Relations with an interest in the field of Human Resource and Personnel Management. Applicants should hold a doctorate or be close to completion of a doctorate. Applicants should provide evidence of their commitment and contribution to excellence in research and teaching, as well as of any relevant management experience. The Faculty has a standard five-course teaching load spread over two 13-week terms. It supports research efforts with micro and mainframe computing, travel funds, secretarial support and professional development funds. A progressive performance oriented merit increment system favours published research. Success in promotion and probationary reviews requires evidence of effective teaching. You will be joining a Faculty of 48 academic staff of whom five are Organizational Behaviour field and two are in Industrial Relations. Lethbridge offers low housing costs in a community of 60,000 people with excellent schools and recreational facilities. It is located 120 miles south of Calgary, and 90 miles from Glacier National Park in Montana or Waterton National Park in Alberta. Send letter of application, curriculum vitae, and 3 letters of reference to: Dr. Cora Lemer, Dean, Faculty of Management, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. Phone: (403) 329-2633. Fax: (403) 329-2038. An Equal Opportunity Employer.

SAINT MARY'S UNIVERSITY - Management. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for tenure track and limited term appointments in Management and Human Resource Management. The positions will commence September 1, 1993 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Linda Van Esch, Chair, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax. (902) 420-5455. Closing date: February 1, 1993.

MARKETING

SAINT MARY'S UNIVERSITY - Marketing. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for a tenure track position in Marketing. The position will commence September 1, 1993 pending budgetary approval. The successful candidate must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Linda Van Esch, Chair, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax. (902) 420-5455. Closing date: February 1, 1993.

MATHEMATICS

UNIVERSITY OF WATERLOO - The Department of Pure Mathematics at the University of Waterloo invites applications for one or more tenure track positions at the Assistant Professor level starting July 1, 1993. For its first appointment the Department is particularly interested in candidates whose research interests are related to Algebraic Geometry, Algebraic Topology or Differential Geometry. A second appointment (tenure track or definite term) may also be made in the above areas or in some area of Analysis. In order to be considered for this position, a Ph.D. is required. An appointment will be offered only to someone with very strong research and teaching qualifications. The University of Waterloo is committed to increasing the number of its female faculty, and therefore applications from women mathematicians are particularly welcome. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. The deadline for applications is January 15, 1993. An application should contain the curriculum vitae of the candidate plus three letters of reference sent directly from the referees. In accordance with Canadian immigration regulations this advertisement is directed at Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

SAINT MARY'S UNIVERSITY - Marketing. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for a tenure track position in Marketing. The position will commence September 1, 1993 pending budgetary approval. The successful candidate must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Linda Van Esch, Chair, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax. (902) 420-5455. Closing date: February 1, 1993.

MATHEMATICS

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MATHEMATICS AND STATISTICS

UNIVERSITY OF VICTORIA - The Department of Mathematics and Statistics at the University of Victoria invites outstanding candidates to apply for a tenure-track position at the Assistant Professor level to commence on July 1, 1993. Applicants should have a Ph.D. in Statistics or a related discipline, a strong commitment to undergraduate and graduate teaching, and a demonstrated record of research. Applicants should possess the expertise to teach both applied and theoretical courses in statistics as well as courses in applied probability or stochastic modelling. The successful candidate will be expected to be engaged in basic research in statistics and its applications in one or more of the following areas: biological sciences, economics and business, engineering sciences, health sciences and physical sciences. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with the Canadian Immigration Requirements, priority will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to Dr. D.J. Leeming, Chair, Department of Mathematics and Statistics, University of Victoria, P.O. Box 3045, Victoria, B.C., Canada, V8W 3P4. The closing date for applications is January 31, 1993.

UNIVERSITY OF SASKATCHEWAN, Saskatoon, Saskatchewan, Canada S7N 0W0 - Department of Mathematics & Statistics. Applications are invited for a tenure-track Assistant Professor position (93T 2-15-2, subject to budgetary approval) commencing July 1, 1993. We require an Algebraist with a well developed research programme who is interested in the supervision of graduate students and with a demonstrated skill at undergraduate teaching. Candidates should employ wide ranging mathamatical techniques in the investigation of questions of fundamental importance and broad influence in algebra and mathematics in general. For example: aspects of Lie theory and representation theory; interconnections between algebra and geometry or number theory; or applications of logic to fundamental questions in

CONTINUING EDUCATION DIVISION

DIRECTOR

THE UNIVERSITY OF MANITOBA ACCESS PROGRAM
SPECIAL PRE-MEDICAL STUDIES PROGRAM AND PROFESSIONAL HEALTH PROGRAM

Qualifications: The University of Manitoba is seeking a Director for its Access Program, the Special Pre-Medical Studies Program and the Professional Health Program (Access/SPSP/PHP). These are affirmative action programs mandated to increase access to post-secondary education, primarily to Aboriginal Manitobans (status Indians, Non-Status Indians, Métis, and Inuit) who would not otherwise have an opportunity for university study. Currently, 115 students are enrolled.

The programs have supported graduates in Arts, Dentistry, Education, Law, Medicine, Medical Rehabilitation, Pharmacy, Science, and Social Work.

The Director is responsible for leadership and administration of the three programs. This includes overall responsibility for recruitment and selection, orientation and academic enrichment programs, counselling and advising students, tutorials, development of promotional materials and student handbooks, public relations/events, and extensive contact with program partners. Other responsibilities include the supervision of staff (five academic staff and two support), budgets, and program development. The Director reports to the Dean of the Continuing Education Division. Ongoing effective liaison with the Faculties of Medicine, Science and Arts, with related access programs, with Aboriginal communities, with Program Advisory Committees, and with the Manitoba Government is crucial for success in this position.

Previous experience with Aboriginal communities is essential and knowledge of an Aboriginal language is an asset.

A minimum of a Master's degree is required. Rank and salary will be commensurate with experience; however, the current salary range for an assistant professor at the University of Manitoba is $34,862 - $50,762. The position is a Contingent Appointment, contingent upon continued funding for these programs.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Consideration of applications will be begin December 1, 1992, but applications will be received until the position is filled. Interested candidates should submit a cover letter, résumé, and arrange for three letters of reference to be sent to: MICHEL PIERRE JANISSE, Ph.D., DEAN, CONTINUING EDUCATION DIVISION, THE UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.

UBC

UNIVERSITY OF BRITISH COLUMBIA
FACULTY OF EDUCATION

The Faculty of Education at the University of British Columbia, invites applications for Heads of three Departments within the Faculty. The appointments, each for a five year renewable term, will be made at the professorial level with tenure and will be effective **July 1, 1993,** or as soon thereafter as possible. They are subject to final budgetary approval.

The Faculty offers programs leading to Ph.D., Ed.D., M.A. and M.Ed. degrees, the Diploma in Education, and the B.Ed. degree with teacher certification. It is organized into seven departments, one school and six research centres.

Department of Administrative, Adult and Higher Education

The Department of Administrative, Adult and Higher Education offers magistral and doctoral programs in three specializations to approximately 200 full- and part-time graduate students, the Diploma in Adult Education and makes contributions to the Teacher Education Program. There are 17 full-time faculty across the three program areas. Faculty and student research focusses on a wide range of issues in Canadian and international settings.

The successful candidate will have a well-established research record in one or more fields of study in the Department. S/he will provide academic leadership to a dynamic department in the development of its teaching and research programs, and its relationship with other units in the Faculty, the University and the professional communities it serves.

Department of Counselling Psychology

The Department of Counselling Psychology has fifteen full time positions and is actively involved in scholarship and graduate instruction in counselling psychology and counsellor education. The Department offers CACREP accredited magistral programs in School Counselling, Community and Agency Counselling, and counselling in higher education settings. At the doctoral level, the Department is moving toward accreditation through the Canadian Psychological Association. Faculty and students are engaged in research and practice at the local, national and international levels.

The successful candidate will have a well-established research and teaching record. S/he will provide academic and professional leadership to a strong and diverse department in its teaching and research programs. The candidate will continue to promote the Department's role as a leader in the counselling field.

Department of Visual & Performing Arts in Education

The Department of Visual & Performing Arts In Education is a 10 member department which is actively involved in scholarship and graduate instruction in various facets of education with an emphasis on art and music education. The Department is also actively involved in the preparation of teachers at the secondary and elementary levels, maintains active relations with provincial curricular associations, and provides leadership to national and international organizations devoted to education in music and art.

The successful candidate will have demonstrated leadership, excellence in teaching, an established record of scholarship, administrative ability, as well as the capacity of work collaboratively with educators working in various educational Institutions to promote and enhance education in the Arts.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The closing date for applications is **December 31, 1992.**

Letters of application, curriculum vitae, the names, addresses and phone/FAX numbers of three referees, should be sent to

Dr. Nancy M. Sheehan, Dean
Faculty of Education
University of British Columbia
Vancouver, B.C., V6T 1Z4

algebra. Candidates are encouraged to apply by January 15, 1993 to ensure their full consideration. A current C.V. and 3 confidential letters of recommendation should be sent to J.R. Martin, Head, in accordance with Canadian immigration requirements, priority will be given to fully qualified Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity; women candidates, candidates of aboriginal descent, and candidates from other minority groups are especially encouraged apply.

McGILL UNIVERSITY - The Department of Mathematics and Statistics of McGill University is seeking to fill a tenure-track position in the field of automorphic forms and representation theory. The candidate should also heve a proven record of strong interaction with number theory and arithmetic algebraic geometry. The position is subject to final budgetary approval and would commence in September 1993. Your application should be sent to: Professor K. Peter Russell, Chair, Department of the Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6 Please include e statement of research and teaching accomplishments and plans along with your letter of application, and arrange for 3 letters of recommendation to be sent to the above address. McGill University is committed to equity in employment. In accordance with the Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. The deadline for receipt of completed applications is December 7, 1992.

UNIVERSITÉ McGILL - Le département de mathématiques et de statistique de l'Université McGill cherche à pourvoir un poste avec possibilité de permanence dans le domaine des formes automorphes et de la théorie de le représentation. Le(la) candidat(e) doit également être un spécialiste de la théorie des nombres et de la géométrie arithmétique algébrique Le poste sera créé en septembre 1993 sous réserve de l'approbation budgétaire. Veuillez faire acte de candidature à l'adresse suivante. M. K. Peter Russell, directeur, Département de mathématiques et de statistique, Université McGill, 805, rue Sherbrooke ouest, Montréal (Québec) Canada H3A 2K6. Prière de joindre à votre lettre de candidature un bref descriptif de vos recherches et des cours que vous avez enseignés et de faire parvenir directement trois lettres de récommendation à l'adresse ci-dessus. L'université McGill souscrit à l'équité en metière d'emploi. Conformément à le réglementation canadienne en metière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. La date limite de réception des candidatures complètes sera le 7 décembre 1992.

MEDICINE

THE UNIVERSITY OF WESTERN ONTARIO - Research Psychologist. To lead a multidisciplinary health care research team at the faculty level. Areas of interest of the team are: psychological and social aspects of disease, determinants of health, health services research, and health economics. We are seeking an individual with a PhD in psychology, research experience relevant to one or more of the above areas of interest, and demonstrated skills in quantitative and qualitative research methods. This position will be funded by the Health Intelligence Unit (HIU) for three years. Continuation of the HIU's funding beyond three years is conditional upon review and approval of the unit by the Provost on behalf of the University of Western Ontario. The successful applicant will be considered for an academic appointment with rank to be held in the Department of Family Medicine Salary, commensurate with education and experience is negotiable. Send letters of application with a curriculum vitae and the names of three references to Dr. Robert McMurtry, Dean, Faculty of Medicine, Health Sciences Centre, The University of Western Ontario, London, Ontario N6A 5C1 by November 15, 1992. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

MEDICINE, ETHICS AND LAW

THE McGILL UNIVERSITY Faculty of Medicine invites applications for a position of Assistant Professor full-time at the McGill Centre for Medicine, Ethics and Law. The appointment will begin on 1 January 1993. The person holding this position will be eligible for tenure track in the Faculty of Medicine at McGill University Candidates should hold e graduete degree (doctoral equivalent) in law with expertise in the areas of comparative and Canadian law, in particular in the areas of health and human rights law. Candidates should also be familier with contemporary health problems in Canada. Preference will be given to candidates with experience in law relating to public health, immigration, substance abuse and AIDS, and in policy analysis. Research experience is required for this position, and applications should be supported by appropriate letters of reference and copies of publications. Bar equivalence is not required for this position. The candidate should be fluent in English and in French proficiency in other European languages is desirable. The successful candidate will be expected to undertake full-time research in the areas of health law, in particular in the areas of AIDS, substance abuse, immigration and human rights. The candidate will be expected to join and work with members of the McGill Centre for Medicine, Ethics and Law. This work includes preparing research grant submissions to support the Centre's work. Additional duties will include teaching as negotiated with the University. The annual salary is $34,000, exclusive of fringe benefits. Deadline for applications is December 31, 1992. In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications, or requests for additional information, should be eddressed to Professor M.A. Somerville, Director, McGill Centre for Medicine, Ethics and Law, 2020 University Street (Room 2410), Montreal, Québec H3A 2A5; Tel: 514-398-7401; Fax: 514-398-4668. Version française disponible sur demande.

MIDDLE EAST AND ISLAMIC STUDIES

UNIVERSITY OF TORONTO, Middle East and Islamic Studies - Tenure-stream assistant professorship in Islamic religious thought. Candidates should hold e Ph.D. degree and be approritable to the graduate faculty. The focus of teaching and research should be on main stream of medieval Islamic religious thought, Sunnite and Shi'ite, the development of sects, asceticism and mysticism. Thorough command of Arabic essential. Competence in Persian an asset. Demonstrated strength in teaching and research. The position is effective July 1, 1993. Salary will be determined according to qualifications and experience; the current minimum salary for an assistant professor is $38,200.00. Candidates should send their applications, by December 15, 1992, to Professor M.E. Marmura, Chair, Department of Middle East and Islamic Studies, University of Toronto, Toronto, Ontario, Canede M5S 1A1, and arrange for three letters of recommendations to be sent directly. This advertisement is directed to Canadian citizens and permanent residents; in accordance with Canadian immigration requirements. The University of Toronto encourages both women and men to apply for this position. The appointment is subject to budgetary approval.

MUSIC

YORK UNIVERSITY: Musicology/Ethnomusicology. Subject to budgetary approval, the Department of Music, Faculty of Fine Arts, York University, intends to make a tenure track appointment, effective July 1, 1993, in musicology/ethnomusicology in a programme in which integrates the study of written and eurat musics of the 20th century and incorporates the methodologies of ethnomusicology and historical musicology at the Bechelor's, Master's and Ph.D. levels. Candidates must have a Ph.D. or equivalent in ethnomusicology or musicology and an established record of research and teaching in at least two of the following areas: 20th century Euro-American music; music; contemporary theoretical issues; computer applications in music; popular music studies. The successful candidate's duties will include teaching of graduate seminars, supervision of graduate student research, maintenance of scholarly productivity, and teaching at the undergraduate level in a relevant area. Salary and rank will be commensurate with the qualifications and achievements of the candidate. Candidates should forward a letter of application, along with a curriculum vitae and the names, addrasses and telephone numbers of three referees, to: Prof. Robert Wemer, Chair, Search Committee, Department of Music, Winters College, York University, 4700 Keele Street, North York, Ontario, Canada M3J 1P3. Deadline for applications is January 15, 1993. York University is implementing a policy of employment equity including Affirmative Action Provisions. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY - Department of Music. Applications are invited for a position in Music Theory at the level of Assistant Professor, beginning 1 July 1993, full time, tenure stream; earned doctorate, commitment to an integrated undergraduate theory program, experience in the coordination and teaching of keyboard harmony and proficiency, evidence of research productivity in theory and/or theory related subjects; interest in twentieth-century analysis, and the interrelationship of analysis and performance practice. Send letter of application, curriculum vitae and names of 3 referees to Dr. David Schroeder, Theory Search Committee, Department of Music, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5, by 8 January 1993. In accordance with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

UNIVERSITY OF OTTAWA - Department of Music. Applications are invited for e full-time tenure-track position in music theory, which will be available July 1, 1993, at the assistant professor level. The Department offers three undergraduate degrees (B.A. Concentration; B.A. Honours; B.Mus.) and a master's degree (M.Mus.) in musicology, theory, or performance (chamber music). Candidates must hold a doctorate in music theory and have a strong commitment to both teaching and research. Fluent bilingualism (French/English) is required as teaching will be in both languages. Initial responsibilities will involve teaching courses in music theory at the undergraduate level, but since involvement in the graduate program is foreseen, the successful candidate will be expected to qualify for admission to the School of Graduate Studies and Research in the near future. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy. Candidates should submit a letter of application and a curriculum vitae, and should arrange for three letters of recommendation from qualified referees to be sent directly, by January 15, 1993, to: Prof. Robert Cram, Chair, Département de musique, Université d'Ottawa, Ottawa, ON Canada K1N 6N5.

UNIVERSITÉ D'OTTAWA - Le Département de musique sollicite des candidatures pour un poste de professeur(e) adjoint(e) à temps complet menant à la permanence, dans le domaine de la musicologie. Date d'entrée en fonction: le 1er juillet 1993. La personne choisie aura terminé son doctorat. Elle sera bilingue (anglais et français), bien que la langue d'enseignement soit principalement l'anglais. Le Département offre trois programmes au premier cylce (B.A. concentration; B.A. spécialisation; B.Mus.) et une maîtrise (M.Mus.) en musicologie, théorie, ou en interprétation (musique de chambre). Le Département est à le recherche d'une personne dont les recherches principales seront axées sur la période de la musique classique et celle de la musique du XXième siècle. La charge professorale comprendra principalement des cours de premier cycle; cependant, on s'attend à ce que la personne choisie puisse s'intégrer à un programme de maîtrise et satisfaire aux exigences de l'Ecole des études supérieures et de la recherche. Conformément aux exigences relatives à l'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi. Prière de faire parvenir la lettre de candidature et un curriculum vitae, et de vous assurer que les lettres de trois répondantes ou répondants parviennent avant le 15 janvier 1993 au: Professeur Robert Cram, Directeur, Département de musique, Université d'Ottawa, Ottawa, ON Canada K1N 6N5.

OCCUPATIONAL THERAPY

DALHOUSIE UNIVERSITY - School of Occupational Therepy. Applications are invited for a full time, tenure track position in the School of Occupational Therapy, Faculty of Health Professions, Dalhousie University, commencing July 1, 1993. The School of Occupational Therapy offers an undergraduate bachelor of Science (Occupational Therapy) degree. A research master of science degree in occupational therapy is under development. Responsibilities include undergraduate teaching, research end scholarly work, and administrative duties. Preference will be given to occupational therapists who have a doctoral degree and at least two years of clinicel experience. Previous academic experience would be an asset. Salary and rank will be commensurate with qualifications and experience. Applications together with a curriculum vitae and the names of three referees should be submitted to: Barbara J. O'Shea, Professor and Director, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5; Telephone: 902-494-8804; Fax: 902-494-1229. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

OCEAN SCIENCES

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Post Doctoral Reseerch Position in Fish Reproductive Physiology. Position is available at the Ocean Sciences Centre, Memorial University of Newfoundland, to study hormonal regulation of reproduction in various local species of marine fish. This work, forming part of a program aimed at understanding control of reproduction in fish, will involve both in vivo and in vitro studies and will include studies of brain, pituitary and gonadel interactions at the receptor and at the gene level. Applicants should possess a Ph.D. and have established research records in the area of biochemical endocrinology or animal physiology with experience in hormone assays, hormone biochemistry and molecular biology. In accordance with Canadian Immigration requirements, priority will be given to applicants with Canadian citizenship or permanent residents of Canada. Please send applications with Curriculum Vitae and names of three references before December 1, 1992 to: Dr. Laurence W. Crim, Ocean Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7.

OPTOMETRY

UNIVERSITY OF WATERLOO - School of Optometry-Centre for Contact Lens. Applications are being accepted for a two yaar definite term appointment, renewable subject to the availability of funds, as full-time research optometrist at the Centre for Contact Lens Research, School of Optometry, University of Waterloo. Specific duties will include conducting clinical trials (patient examination), writing research protocols end reports, data analysis, clinical photography, poster and presentation preperation, and participation in other applied research projects. Applicants should have an O.D. degree or equivalent optometric qualification and/or a graduate degree. Preference will be given to applicants who have experience in contact lens research. Starting salary is from $35,000, negotiable according to experience. This is a University staff position. General inquiries and/or letters of application with a current resume should be submitted to Desmond Fonn, Director, Centre for Contact Lens Research, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Closing date for receipt of applications: December 31, 1992.

PHILOSOPHY

McGILL UNIVERSITY, Department of Philosophy, Assistant Professor (full-time tenure track appointment), subject to budgetary approval. Initial three year contract begins Sept. 1, 1993. AOS: 19th and 20th Century Continental philosophy; the Department prefers candidates with strong background in the 19th and early 20th century figures. AOC: desirable competences include aesthetics, ethics, and feminist theory. The successful candidate must show evidence of excellence in teaching and superior research capabilities. McGill 1992-3 base salary at rank: $40,275. Duties to include two courses per semester (undergraduate and graduate), tutorials and thesis supervision, usual departmental and university committee assignments. McGill University is committed to equity in employment; qualified women and men are encouraged to apply. Application deadline: Dec. 1, 1992. To apply, arrange for a complete dossier (including a CV, letters of reference, samples of written work, and graduate transcripts) to be sent to the Appointments Committee (Continental Philosophy), Department of Philosophy, 855 Sherbrooke Street West, Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia (UNBC) invites applicants for the following decanal positions:

DEAN OF THE FACULTY OF ARTS AND SCIENCES

DEAN OF THE FACULTY OF MANAGEMENT AND ADMINISTRATION

Senior academics are required who are capable of providing the leadership necessary to establish Faculties et a new university with e broad provincial and regional mandate end e desire to quickly establish e strong reputation in both instruction and research. The candidates will be responsible for the initiation and expansion of programs. They will oversee the daily effeirs of their Faculty; represent the needs of the Faculty to the Vice-President (Academic), President and Senete and execute the University's ecedemic and administrative ragulations and policies.

Candidates will have records of significant scholarly achievement, demonstrated ecadmic leadership ability end e commitment to the maintenance of the quality of both undergraduate and graduate programs. The candidates will also have strong administrative skills, especially in budget preparation end menegement.

The University of Northern British Columbia is Ceneda's newest university and the fourth publicly-funded university in the Province. It has e mandate to serve the northern two-thirds of British Columbia and will have e main campus in Prince George (pop. 71,000). It will offer a range ot Arts, Science end professional programs specifically targeted to meet the needs of northern British Columbia. Graduate programs will be offerad and the University will conduct research in e wide renge ot erees, with an emphasis on subjects ot relevence to northern British Columbia. Intemetional contacts will be developed, primarily in the Circumpolar North and the Pecitic Rim.

Successful candidates should be eppointable et the rank of Professor. Salery is open to negotiation. The successful applicants will assuma their positions et dates to be negotieted, but no later than July 1, 1993.

The University is particularly interested in applicants with en interdisciplinery perspective end research and teeching specialization within their disciplines in Northern Studies, Environmental Studies and International Studies (Circumpoler and Pecific Rim). In professional fields, Northern and First Nations' experience is prelarred.

In eccordance with Canedian immigretion requirements, priority will be given to Canadian citizens end permenent residents of Cenede. **The University of Northern Brtish Cofumbie te committted to the principte of equfty fn employment end therefore particufarfy encourages** applicants from qualified female candidates **for senior level academic positions.**

Letter of epplication, accompanied by e curriculum vitea end the nemes of et feest three referees will be received until the positions are filled. Priority will be given to applications postmarked before December 1, 1992.

Applications should be sent to:

Director of Human Resources
University of Northern
British Columbia
P.O. Bag 1950, Station A
Prince George, B.C.
V2L 5P2

UNBC

Insect Toxin Researcher

Insect Biotech Canada (IBC) is seeking a researcher in insect specific toxins to collaborate with scientists in IBC, a Network of Centres of Excellence funded by the Government of Canada, focused on the application of biotechnology to insect pest control.

Requirements

* Established research program
* At or willing to move to a Canadian university
* Interest in insect specific toxins, particularly polypeptides of natural origin

For further information contact: Dr. Bruce J. Hutchinson, Executive Director, Insect Biotech Canada, Queen's University, Kingston, Ontario K7L 3N6 Phone: 613-545-6557; Fax: 613-545-6806

École des Hautes Études Commerciales
Affiliée à l'Université de Montréal

HEC

Professeur(e)s Sciences comptables

Nous sommes à la recherche de professeur(e)s à temps plein pour participer à l'enseignement de la comptabilité, de la vérification et de la fiscalité au niveau du baccalauréat, des certificats, de la maîtrise en administration des affaires (M.B.A.), de la maîtrise en sciences de la gestion, du diplôme en fiscalité et du doctorat.

De plus, ils/elles participeront au développement de leurs domaines d'expertise en effectuant des recherches et en secondant les étudiants dans leur cheminement académique. Ils/elles participeront activement à la vie académique de l'École et aux activités de la communauté reliées à leurs disciplines.

Exigences :
Obtenir un doctorat, être en vole de l'obtenir ou être prêt à compléter des études doctorales dans une discipline appropriée. Être membre d'une corporation professionnelle (C.A., C.M.A., C.G.A.). Exceptionnellement, une solide expérience et deux maîtrises pourront compenser l'absence du doctorat.

Les personnes intéressées sont priées de faire parvenir leur dossier personnel au: **COMITÉ DE SÉLECTION, Service des ressources humaines, École des Hautes Études Commerciales, 5255, avenue Decelles, Montréal (Québec) H3T 1V6.**

Nous offrons des chances d'emploi égales à tous. Cette offre d'emploi se conforme aux exigences d'immigration Canada.

Memorial
University of Newfoundland
EMPLOYMENT OPPORTUNITY

Faculty Positions

The Faculty of Business Administration, Memorial University of Newfoundland, is seeking applications for faculty positions in several functional areas due to significant growth in undergraduate and graduate programs. These may be tenure-track, contractual or visiting positions, and appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and depend upon qualifications and experience. Tenure-track applicants should hold a doctoral degree in business or near completion. The Faculty has institutes in the area of small business and management development. In accordance with Canadian Immigration requirements, this advertisement, in the first instance, is directed to Canadian citizens and permanent residents.

Memorial University is committed to employment equity.

Please send 2 copies of your *CV to:* Dr. Rick Roskin, Dean
Faculty of Business Administration
Memorial University of Newfoundland
St. John's, NF Canada A1B 3X5
Telephone: (709) 737-8551 Fax: (709) 737-7680

and permanent residents of Canada.

SAINT MARY'S UNIVERSITY - Department of Philosophy. Saint Mary's University invites applications for two tenure-track positions in the Department of Philosophy. AOS/AOC open. PhD required. Positions effective September 1, 1993 subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. Submit letter of application, curriculum vitae and the names of three references by December 15, 1992 to: Dr. Sheldon Wein, Chairperson, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3.

UNIVERSITY OF BRITISH COLUMBIA - The Faculty of Arts at the University of British Columbia invites applications for a senior position and Head of the Department of Philosophy. We seek a person with an outstanding record of scholarly achievement who will lead the Department as Head for a five-year term. The senior position will be available 1 July 1993, and the Headship will begin 1 January 1994. However, these starting dates are negotiable. The Faculty may advertise again if no suitable applicant is found. Applicants should send a C.V. and names of three referees, by 31 December 1992 to Dr. Howard Jackson, Department of Philosophy, University of British Columbia, 1866 Main Mall, E-370, Vancouver, B.C. V6T 1Z1. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF CALGARY Department of Philosophy invites applications for an Associate Professor or Junior full Professor (tenure-track) effective July 1, 1993, with specialization in one or more of ethics, applied ethics, social and political philosophy, and philosophy of law. Candidates should have a scholarly record of high quality with significant publication, and show evidence of excellence in teaching undergraduate and graduate courses and experience in supervising graduate students. Rank and salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applicants should provide a curriculum vitae together with evidence of teaching performance and samples of written work, and arrange to have at least three letters of reference sent before December 11, 1992 to: Brenda M. Baker, Head, Department of Philosophy, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

PHYSICAL EDUCATION

McMASTER UNIVERSITY - The Department of Physical Education at McMaster University invites applications for a tenure track position in the area of historical/philosophical perspectives of human movement (health, recreation, sport), subject to budgetary approval. Ph.D. preferred. Teaching responsibilities will include undergraduate courses in philosophy of, and socio-historical approaches to human movement. A record of and potential for research and scholarship in the area is expected. The appointment will be at the Assistant Professor level, and will commence July 1, 1993. McMaster is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including Curriculum Vitae and three letters of reference, should be sent to: Dr. Olgby G. Sale, Chair, Department of Physical Education, McMaster University, Hamilton, Ontario L8S 4K1. The closing date for the receipt of applications is 31 December 1992.

PHYSIOLOGY

McGILL UNIVERSITY- Department of Physiology: Cell/Molecular Biologist. Applications are invited for a tenure track position at the assistant professor level. The successful applicant will be expected to initiate an independent research program emphasizing molecular biological techniques. Research areas of special interests include ion channels, receptor-mediated signal transduction, cytokines/growth factors, cell adhesion and molecular biology of the lung. Applicants should have a doctoral degree, significant postdoctoral research experience and a demonstrated record of research accomplishments. Send curriculum vitae, bibliography, statement of research interests and future plans and the names of three references by Jan. 15, 1993 to: Dr. David Goltzman, Chairman, Department of Physiology, McGill University, 3655 Drummond Street, Montreal, Quebec, Canada H3G 1Y6. While all eligible candidates are encouraged to apply, initial preference will be given to applicants who are Canadian citizens or permanent residents of Canada in accordance with Canadian immigration regulations.

PLANT ECOLOGY

UNIVERSITY OF TORONTO - Plant Ecology. The Life Sciences Division, Scarborough Campus. University of Toronto invites applications for a tenure-stream position in plant ecology. The appointment will be effective July 1, 1993. Applicants must have a Ph.D. degree or equivalent, and preferably one or more years of postdoctoral experience. Appointments will be at the Assistant Professor level and salary will be commensurate with qualifications. The successful candidate will be expected to participate in undergraduate and graduate teaching and to develop a strong research program. Interested applicants should submit a complete CV, three letters of reference, a statement of research interest, and recent reprints to: Dr. C. Nalewaiko, Chair of Search Committee, Life Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario M1C 1A4. The closing date for applications is February 1, 1993. This position is subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Landed Immigrants (permenent residents) of Canada. The University of Toronto has an Employment Equity Policy and encourages both women and men to apply for positions.

POLITICAL SCIENCE

McGILL UNIVERSITY - Department of Political Science. Applications are invited for the position of Chair of the Department of Political Science at the rank of Professor or Associate Professor with tenure. The candidate should be a distinguished scholar and a good teacher with administrative and leadership capabilities. Preference will be given to candidates in the Canada/Quebec field, although applications from other fields are also welcome. Salary commensurate with rank and qualifications. Applicants are asked to send a curriculum vitae and the names of three referees to: Dean John McCallum, Faculty of Arts, McGill University, 853 Sherbrooke Street West, Montreal, Quebec H3A 2T6. The closing date for applications is December 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Political Science at the University of British Columbia invites applications for a tenure-track position, at the Assistant Professor level, commencing July 1, 1993, with a specialization in environmental policy studies. The position is subject to final budgetary approval. A completed Ph.D. or equivalent is expected, as is evidence of a strong commitment to research and teaching. Salary will be commensurate with qualifications. The closing date for receipt of applications is December 1, 1992. Applications including university transcripts, curriculum vitae and the names of three referees should be sent to Professor Donald E. Blake, Head, Department of Political Science, University of British Columbia, Vancouver, B.C. V6T 1Z1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

DALHOUSIE UNIVERSITY - Political Science. Applications are invited for a tenure-track appointment in comparative politics/comparative public administration with special emphasis on non-industrialized states at the rank of Assistant Professor. PhD is expected. The successful candidate will be required to contribute to both undergraduate and graduate programmes. The closing date for completed applications, including curriculum vitae, sample of written work - preferably published and three letters of reference, is 8 January 1993. Inquiries and applications should be addressed to: Professor Peter Aucoin, Chair, Department of Political Science, Dalhousie University, Halifax, N.S. B3H 4H6, Telephone: 902-494-2392. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

YORK UNIVERSITY, Glendon College, Department of Political Science. Applications are invited for an entry-level tenure-track position in the area of International Relations, commencing July 1, 1993. Candidates should possess a PhD in political science. Candidates should be able to teach and conduct research in both English and French. Duties will include teaching at the undergraduate level and the possibility of graduate teaching, research and service to the University. Salary is in accordance with the collective agreement and experience. Applications, including curriculum vitae and the names of three referees, should be sent directly to: Prof. Terry Heinrichs, Chair, Department of Political Science, Glendon College, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. Application deadline is December 31, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ YORK, Collège Glendon, Département de science politique. Mise en concours d'un poste de début de carrière pouvant conduire à la permanence dans le domaine des relations internationales. La date d'entrée en fonction est le 1er juillet 1993. Les candidat(e)s doivent posséder un doctorat en science politique, être capables d'enseigner et de faire des recherches en anglais et en français. Fonctions principales: Enseignement au niveau du 1er cycle et éventuellement au niveau des 2e et 3e cycles, recherches, et service à l'Université. Salaire conforme à la convention collective et à l'expérience. Les candidat(e)s sont prié(e)s d'envoyer leur lettre de candidature, curriculum vitae et le nom de trois répondants à M. Terry Heinrichs, Directeur, Département de science politique, Collège Glendon, Université York, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. Date limite de candidature: 31 décembre 1992. L'Université York applique une politique d'équité en matière d'emploi et encourage les candidatures de professeures. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

UNIVERSITY OF ALBERTA. The Department of Political Science, University of Alberta, invites applications for a tenurable position at the junior assistant professor level in the field of Comparative Politics. Applicants should have a completed Ph.D., a commitment to effective teaching and a concentration and strong research interest in developmental theory. Applicants should be prepared to teach the methodology of comparative politics. Preferred area of concentration is East Asia. For 1992-93, the minimum salary for assistant professors is $40,035. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae, three confidential letters of reference and transcripts should be sent to Professor Tom Keating, Chair, Department of Political Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4, by the deadline of 15 January, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITE D'OTTAWA: Le département de science politique de l'Université d'Ottawa sollicite des candidatures pour un poste régulier à temps complet au rang de professeur(e) adjoint(e). Le département recherche prioritairement une personne spécialisée dans les domaines de l'histoire des idées politiques et de l'analyse des idéologies. Les candidatures et les candidats devront détenir un doctorat lors de leur entrée en fonction le 1er juillet 1993 et doivent être en mesure d'enseigner en français. Fonctions: Enseignement et recherche. Les personnes intéressées à poser leur candidature feront parvenir leur curriculum vitae, une lettre décrivant leurs intérêts de recherche et indiquant le nom de 3 personnes à qui le département pourra demander des lettres de recommandation. Les dossiers de candidature devront parvenir à l'adresse ci-dessous au plus tard le 30 novembre 1992. Directeur, Département de science politique, 75, rue Laurier Est, Université d'Ottawa, Ottawa, Ontario, Canada K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyennes et aux citoyens canadiens et aux résidentes et aux résidants permanents. L'Université d'Ottawa applique une politique d'équité en matière d'emploi.

POLITICS

BROCK UNIVERSITY - The Department of Politics of Brock University invites applications for a probationary faculty appointment at the assistant professor level in the field of comparative politics, commencing July 1, 1993 subject to final budgetary approval. The successful candidate will be expected to have a completed Ph.D. degree, some undergraduate teaching experience, and demonstrated potential for developing a sustained program of independent research and scholarly activity. Preference will be given to applicants whose teaching and research interests relate to politics of Europe, Latin America, South Asia, or sub-Saharan Africa. Applicants should submit by January 15, 1993 a curriculum vitae, the names and addresses of three referees, and selected reprints or pre-prints of publications to the Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

PSYCHOLOGY

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Psychology, University of Western Ontario, invites applications for a senior level, tenure position in behavioral ecology/biopsychology, with research and teaching interests in the area of avian behavior preferred. Applicants should have a strong record of internationally recognized research and publication in the area of behavioral ecology/biopsychology, along with demonstrated ability in teaching. Starting date is July 1, 1993. Applicants should send a letter of application and a curriculum vitae by January 15, 1993 and have three letters of reference sent to: Dr. Nicholas Kulper, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Positions are subject to budget approval. In accordance with Canada's immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Psychology invites applications for a probationary (tenure stream) appointment at the Assistant Professor level in Developmental Psychology. Individuals with research interests in some aspect of the development of social relationships or social cognition are particularly encouraged to apply, but applications from all subfields of developmental psychology are invited. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. Starting date is July 1, 1993. A letter of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. N. Kulper, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada, N6A 5C2. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Psychology invites applications for a probationary faculty appointment at the assistant professor level in the field of comparative politics, commencing July 1, 1993 subject to final budgetary approval. The successful candidate will be expected to have a completed Ph.D. degree, some undergraduate teaching experience, and demonstrated potential for developing a sustained program of independent research and scholarly activity. Preference will be given to applicants whose teaching and research interests relate to politics of Europe, Latin America, South Asia, or sub-Saharan Africa. Applicants should submit by January 15, 1993 a curriculum vitae, the names and addresses of three referees, and selected reprints or pre-prints of publications to the Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

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THE UNIVERSITY OF WESTERN ONTARIO - The Department of Psychology, The University of Western Ontario, invites applications for a tenure track position at the Assistant Professor level in one of the following areas of Applied Psychology: Clinical, Educational, or Industrial/Organizational. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. Starting date is July 1, 1993. Applicants should send a letter of application and a curriculum vitae by January 15, 1993 and have three letters of reference sent to: Dr. Nicholas Kulper, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Positions are subject to budget approval. In accordance with Canada's immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada.

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Psychology invites applications for a probationary (tenure stream) appointment at the Assistant Professor level in Developmental Psychology. Individuals with research interests in some aspect of the development of social relationships or social cognition are particularly encouraged to apply, but applications from all subfields of developmental psychology are invited. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. Starting date is July 1, 1993. A letter of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. N. Kulper, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada, N6A 5C2. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

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izens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encouraged applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology invites applications for a limited term appointment of up to three years at the Assistant Professor level in Sensation and Perception. Individuals with research interests in psychophysics, computational modelling, and sensory processing are particularly encouraged to apply, but applications from all subfields of sensation and perception are invited. The successful candidate will have strong doctoral level training, plus demonstrated ability in research and graduate and undergraduate teaching. The scheduled starting date is July 1, 1993 subject to budgetary approval. A letter of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. W.A. Roberts, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology invites applications for a limited term appointment of up to three years at the Assistant Professor level in Perception/Clinical Psychology. The successful candidate will have strong doctoral-level training, plus demonstrated ability in research and teaching in areas relevant to both the developmental and clinical programs of the department. The Developmental program has an emphasis on the development of social relationships. The Clinical Program adheres to the scientist-practitioner model and is APA and CPA accredited. The scheduled starting date is July 1, 1993 subject to budgetary approval. A letter of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. W. Roberts, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY COLLEGE OF CAPE BRETON - School of Arts and Social Sciences, Department of Psychology. The University College invites applications from persons who hold a Ph.D. in Psychology for a tenure track position commencing July 1, 1993. The successful applicant will teach primarily in the area of Developmental Psychology. Ability will be commensurate with qualifications, teaching, and employment experience. Qualified candidates should send a letter of application, curriculum vitae, post-secondary transcripts, examples of scholarly work, and arrange to have three letters of reference sent to the: Director, Human Resources, P.O. Box 5300, Sydney, NS, B1P 6L2; Fax (902) 562-0119. All application materials should be received by December 21, 1992, and should contain the Reference Number PSYCH921218. Any inquiries regarding this advertisement should be directed to Dr. Joanna Gallivan, Chair, Psychology Department at (902) 539-5300 Ext. 217. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UCCB is an equal opportunity employer.

UNIVERSITY OF SASKATCHEWAN - Applied Social Psychology: Applications are invited for a tenure-track position in applied social psychology effective July 1, 1993 (subject to budgetary approval). The appointment will be made at the Assistant Professor level (1991/92 salary range is $36,093 - $47,131). Our department is looking for candidates trained in applied social psychology or experimental social psychology with applied training and/or applied interests. Candidates' knowledge in one or more of the following areas are especially encouraged to apply: industrial/organizational psychology, research design and methodology, training and consultation, policy research, program evaluation, and small group processes. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University of Saskatchewan is committed to the principles of employment equity. Women candidates, candidates of aboriginal descent and candidates from other minority groups are especially encouraged to apply. Applicants should submit a curriculum vitae and three letters of reference sent as soon as possible To: Dr. Peter Grant, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN - Clinical Psychology. Applications are invited for a tenure-track position in clinical psychology at the Associate or Assistant Professor rank effective July 1, 1993 (subject to budgetary approval). We are primarily interested in someone with expertise in child (assessment, psychopathology or therapy) or family systems, but will consider other specialties. A strong publication track-record, good teaching and supervisory skills, and clinical experience are required. The successful applicant will teach both graduate and undergraduate courses, although the majority of duties will be in the graduate program. We have a well-established, CPA/APA accredited Ph.D. program that is strongly supported by the University. Good opportunities for research and professional practice are available. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada. Applicants should send curriculum vitae, representative reprints, and arrange for letters from at least three professional referees to the Chair, Search Committee, Department of Psychology, University of Saskatchewan, 2136 West Mall, Vancouver, B.C., V6T 1Z4. Closing date for applications is December 31, 1992.

UNIVERSITÉ D'OTTAWA: Psychologie. L'Ecole de psychologie de l'Université d'Ottawa prévoit, si le financement est disponible, devoir combler trois postes de professeur(e) adjoint(e) à titre permanent à compter du 1er juillet 1993. Ces postes seront au niveau de professeur(e) adjoint(e) de préférence; des candidatures exceptionnelles au niveau de professeur(e) agrégé(e) pourront être considérées. La priorité sera accordée aux candidatures dans le domaine de la psychologie clinique de l'enfant ou de l'adulte ainsi que dans le domaine de la psychologie du développement (préférablement développement cognitif). Les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. La maîtrise du français et de l'anglais (i.e., capacité d'enseigner dans les deux langues) est essentielle. Le salaire minimum de l'année en cours au niveau de professeur(e) adjoint(e) est de 41 354 $ et à celui de professeur agrégé de 50 086 $. Les candidatures devraient être soumises avant le 31 décembre 1992. Elles devraient être accompagnées d'un curriculum vitae, du nom et de l'adresse de trois répondants, ainsi que les trois à quatre publications récentes ou de tout autre document constituant une contribution académique au: Dr Pierre Baron, Directeur, École de psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, la préférence sera donnée aux citoyens canadiens et aux immigrants reçus.

UNIVERSITY OF OTTAWA: Psychology. The School of Psychology of the University of Ottawa anticipates three tenure-track vacancies (conditional upon proper funding) as of July 1st, 1993, preferably at the Assistant Professor level, though outstanding candidates at the Associate level could be considered. Priority will go to applicants in the areas of child or adult clinical psychology and also in developmental psychology (preferably cognitive development). Applicants should meet the following minimum requirements: Doctorate in Psychology and research competences. Fluency in French and English (i.e., ability to teach in both languages) is essential. The minimum salary for the current academic year is $41,354. at the level of Assistant Professor and $50,080. at the level of Associate Professor. Applications should be received before December 31, 1992. Submit a letter of application, vita, names and addresses of three referees and two recent publications (refereed journals or other visible evidence of scholarly publication to: Dr. Pierre Baron, Director, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY, Wolfville, N.S. - Department of Psychology: Tenure-Track Position # 21111. Acadia University is seeking a faculty member for a full-time, tenure-track position at the Assistant Professor level, to commence July 1, 1993. The Department, which has a complement of eleven faculty members, offers Bachelors, Honours, Masters and Doctor's degrees, and is a partner in the doctoral program in clinical psychology offered jointly with Dalhousie University, Saint Mary's University, and Mount Saint Vincent University. The Department has two priorities in filling this position: an individual with the ability to teach graduate level statistics and research design, and a clinically trained researcher. Applicants who fulfil one criterion or both criteria will be considered. Undergraduate teaching and supervision of Honours students are primary considerations. Acadia University is located in Wolfville, on the picturesque Annapolis Valley, an hour's drive from Halifax. Situated on a slope, the town overlooks dyked meadows and the Minas Basin, part of the Bay of Fundy. The residential character of the university and small-town ambience contribute to a strong sense of community. In accordance with Employment and Immigration Canada regulations, this position is offered in the first instance to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer. Applications from women and minority groups are encouraged. Apply by sending a curriculum vitae and three letters of reference to Dr. Myles Genest, Head, Department of Psychology, Acadia University, Wolfville, N.S., Canada B0P 1X0. Inquiries can also be sent via internet to MGENEST@ace.acadiau.ca. Closing date for applications is December 1, 1992.

TRINITY WESTERN UNIVERSITY - Subject to budgetary approval, tenure-track position as Program Director and Associate Professor in Counselling Psychology to begin in January or June, 1993. Duties include administering and instructing in an existing counselling ministry program in the seminary division and in a new, small, high quality M.A. in Counselling Psychology program with a family therapy emphasis). Ph.D., A.P.A. or equivalent qualification, some theological training, university level teaching experience, clinical experience, and administrative experience. Trinity Western University is an Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. It is also a full service, four year B.C. Candidates must be able to support the University's Statement of Faith and its Community Standards agreement. C.V.'s and letters of reference should be addressed to Dr. Kenneth Davis, Graduate Dean, Trinity Western University, 7600 Glover Road, Langley, B.C., V2Y 1Y1, (604) 888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

UNIVERSITY OF ALBERTA - The Department of Psychology, University of Alberta, Edmonton, Alberta, a tenure track position in the area of Developmental Psychology at the level of beginning Assistant Professor, salary range $40,034 - $57,000. The position is open with respect to area of specialization, but there is some preference for individuals with interests in language development, conceptual development, mathematical cognition, reading, scientific reasoning, spelling, or writing. Current Developmental faculty conduct research on emergent literacy, reading, and mathematical skill. Decisions will be made on the basis of demonstrated research excellence, teaching ability, and interactions with colleagues. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should include a curriculum vitae, three letters of recommendation, and reprints or recent publications. These materials should be sent to Dr. Jeffrey Bisanz, Developmental Search Chair, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. To receive full consideration, all materials must be received by January 1, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Vacancy no. 129-109-217.

McGILL UNIVERSITY, The Department of Psychology of McGill University is seeking to fill a tenure-track position at the Assistant Professor level in Clinical Psychology. Deadline for receipt of completed applications is December 1, 1992, although late applications may be considered. The anticipated starting date of the appointment is September 1, 1993. The program in clinical psychology is strongly committed to the scientist-practitioner model and a demonstrated excellence in scholarly and clinical activities is required. A statement of interests, curriculum vitae, selected reprints, three letters of recommendation and other relevant materials should be sent to: Blaine Ditto, Ph.D., Director of Clinical Training, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

RELIGIOUS STUDIES

THE UNIVERSITY OF CALGARY Department of Religious Studies invites applications for an Assistant Professor (tenure-track) in the Nature of Religion with emphasis in comparative religious traditions, effective July 1, 1993. Preference will be given to candidates with ability to teach and supervise in mysticism and pluralism and with competence in East Asian philosophy and language. PhD preferred but candidates near completion will be considered. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Applications, including curriculum vitae and three letters of reference, should be sent by December 1, 1992 to: Dr. R. Neufeldt, Head, Department of Religious Studies, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4.

McGILL UNIVERSITY - The Faculty of Religious Studies, McGill University, invites applications for a tenure track appointment in Church History. Preference will be given to specialization in the modern period (19th and 20th centuries); knowledge of the church in Canada and its religious milieu an asset. Duties will include teaching in both the theological and religious studies programs. This appointment is at the Assistant Professor level and will begin September 1, 1993. Candidates must demonstrate a strong research potential; a completed Ph.D. is preferred. Salary will be commensurate with qualifications and experience (minimum salary for the rank is $40,275). In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is December 31, 1992. Applications, including curriculum vitae and at least three letters of reference received directly from the referees, should be forwarded to: Professor Burnell F. Eckel, Faculty of Religious Studies, McGill University, 3520 University St., Montreal, P.Q., H3A 2A7. McGill University is committed to equity in employment.

McMASTER UNIVERSITY - The Department of Religious Studies invites applications for a tenure track appointment at the Assistant Professor level effective July 1, 1993, subject to budgetary approval. The position is in either Western Religious Thought or in New Testament and Early Christian Studies. In both fields the Department sponsors graduate research (M.A. and Ph.D.) in addition to offering full-range undergraduate courses. The applicant should have a Ph.D. and documented expertise in one of these two fields. McMaster University encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae, a sample of academic writing, and the names and addresses of three referees should be sent to: Dr. O. Vallee, Acting Chair, Department of Religious Studies, McMaster University, Hamilton, Ontario, L8S 4K1. The deadline for applications is January 15, 1993.

SOCIOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Department of Sociology. Applications are invited for a full-time, 2-year replacement position in the Sociology of Gender and Women's Studies, effective October 1, 1993. The candidate should have a specialization in one or more areas of feminist sociology, including feminist theory. The successful candidate will be expected to teach general Sociology courses as well as senior level courses in the area of Gender and Women's Studies. She or he will also be expected to play an active part in the Women's Studies programme, for which some of the courses are cross listed. Applicants must have a completed Ph.D. in Sociology, with a proven record of teaching and scholarly research. It would be an advantage if they also had experience teaching in an interdisciplinary Women's Studies programme. Rank will be Assistant or Associate Professor. Applicants should mail or fax (709-737-4569) a curriculum vitae, and arrange for three confidential letters of recommendation to be sent to: Search Committee, Department of Sociology, Memorial University, St. John's, Nfld. A1C 5S7. Closing date January 30, 1993. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

SIMON FRASER UNIVERSITY - Sociology and Anthropology Department. Applications are invited from qualified Sociologists for a tenure-track position at the Assistant Professor rank. Starting date: September 1st, 1993. Main field: Canadian Social Structure and Social Issues (which might include Ethnic Relations, Work and Labour, Environment and Society, Family Relations and/or Gender). Other requirements: ability to teach core courses in sociological theory and methods. Letter of application, curriculum vitae and names and addresses of three referees should be sent to Dr. Michael Howard, Chair of the Appointments Committee, Department of Sociology and Anthropology, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada. Deadline for applications: November 30th, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. The appointment will be subject to budgetary approval.

SPANISH

ACADIA UNIVERSITY, Department of Spanish, invites applications for a tenure-track position (no. 11405), at the Assistant Professor level, beginning July 1, 1993. Applicants should have a completed Ph.D. by the appointment date, teaching experience, native or near native fluency in Spanish and a strong background in Language and Spanish-American Literature. Duties will include mainly language instruction at an undergraduate level, a survey course in Spanish-American literature, participation in the administration of the Department, and involvement in cultural activities. Other duties may include supervision of Honours Theses, translation of individual reading courses for students when required. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Michael Head, Department of Spanish, Acadia University, Wolfville, NS, B0P 1X0. The closing date for application is February 19, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

DALHOUSIE UNIVERSITY - Spanish Department. Applications are invited, from persons with native or near native Spanish-speaking ability and postgraduate professional training in teaching Spanish as a second language, for a probationary tenure-track position at the rank of Lecturer, or Assistant Professor. Preference will be given to candidates with expertise in the critical assessment of Spanish and Latin American film, and training in media techniques. Starting date for the appointment is 1 July 1993; closing date for application is 31 December 1992. Letters of application, C.V., transcripts, and three letters of reference should be sent to: James E. Holloway, Chair, Dept. of Spanish, Dalhousie University, Halifax, Nova Scotia B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

STATISTICS

YORK UNIVERSITY. Applications are invited for a tenure-track position (rank open) in Statistics. The position, subject to budgetary approval, will be a joint appointment between the Department of Mathematics and Statistics in the Faculty of Arts, and the Department of Computer Science and Mathematics in Atkinson College, a Faculty oriented to part-time students. Applicants must have a completed PhD and proven research and teaching abilities. Applicants should send a resume, and arrange for three letters of recommendation to be sent directly, to: Prof. Marshall Walker, Chair, Department of Computer Science and Mathematics, Atkinson College, York University; or Prof. Georges Monette, Chair, Department of Mathematics and Statistics, Faculty of Arts, York University; North York, Ont. M3J 1P3. Fax: (416)) 736-5757. E-mail: methstat@vm1.yorku.ca. Deadline for applications is January 15, 1993. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. 1. Subject to budgetary approval a tenure-stream appointment in Actuarial Science at the Assistant or Associate Professor level. 2. Qualifications: Ph.D. and demonstrated excellence in Actuarial Science. 3. Duties: Research, teaching and graduate supervision. 4. Salary and rank commensuate with qualifications. 5. Send cv and 3 letters of reference to: Professor M. Evans, Chairman, Department of Statistics, University of Toronto, 100 St. George Street, Toronto, Canada M5S 1A1. 6. Effective date: July 1, 1993. 7.

MOUNT ALLISON UNIVERSITY

VICE-PRESIDENT (ACADEMIC)

Mount Allison University invites applications and nominations for the position of Vice-President (Academic). This position is currently vacant.

Founded in 1839 in Sackville, New Brunswick, the University offers academic programs of high quality. Enrolment is strictly limited, and at present there are 2000 full-time undergraduate students. The faculty of 140 members is committed to excellence in teaching, scholarship and research. The University offers seven degree programmes (B.A., B.Sc., M.Sc., B.Comm., B.Ed., B.Mus., B.F.A.) and an Engineering Certificate through four Faculties.

The Vice-President (Academic) reports directly to the President and has responsibilities for the Academic Deans, the Library, Student Services, Admissions, Registrar, Research Administration, and related areas. The Vice-President (Academic) should have considerable experience in academic administration, especially in faculty personnel matters, budget and curriculum management and development.

Candidates for the position should have a demonstrated record of academic leadership and a commitment to excellence in teaching, scholarship and research. An ability to communicate effectively with academic colleagues, students, board and senate committees and members of the community at large is important.

The preferred starting date for this position is July 1, 1993.

Applications including a curriculum vitae and the names of three referees, and nominations should be sent by **December 31, 1992, to:**

Dr. Ian D.C. Newbould
President & Vice-Chancellor
Mount Allison University
Sackville, New Brunswick
E0A 3C0

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA FACULTY OF EDUCATION

Director of Native Indian Teacher Education Program

The Faculty of Education invites applications for a tenure track position as Director of the Native Indian Teacher Education Program (NITEP). The Director will provide leadership in First Nations education both in the First Nations and the university communities. The Director will work with First Nations colleagues, students, and other UBC faculty who are creating graduate and undergraduate programs, courses and educational opportunities throughout the faculties at UBC.

The Native Indian Teacher Education Program's campus location is in the new First Nations Longhouse. The building reflects the large First Nations community that gathers there. The coastal longhouse design is enhanced by a circular library, seminar rooms, an elders' lounge, artists' studios, daycare, a Great Hall, and an open pit fire. NITEP also has field centres located in Hazelton, Duncan, Chilliwack, Penticton, and Kamloops.

The Director will have leadership and administrative responsibilities for NITEP, a five-year teacher preparation program. Responsibilities will include supervision of staff, budget development and supervision, program development, and scholarly activities. The Director will work with other faculty, the NITEP Advisory Committee, and the Director of the First Nations House of Learning.

Candidates should have a doctoral degree or a magistral degree and considerable experience in schools and with teacher education programs. Candidates should have experience with First Nations communities, organizations, and issues, as well as knowledge and understanding of First Nations cultures. Preference will be given to First Nations candidates.

The appointment will be effective **July 01, 1993,** or as soon after that date as possible, and will be subject to final budgetary approval. Salary and academic rank are commensurate with qualifications and experience. Department Home will depend upon the disciplinary background of the successful candidate.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The closing date for all applications is **December 31, 1992.**

Applications and curriculum vitae should be forwarded to

Dr. Nancy Sheahan, Dean
Faculty of Education
University of British Columbia
#2616 - 2125 Main Mall
Vancouver, B.C., V6T 1Z4

Closing date: January 15, 1993. The University of Toronto encourages both women and men to apply for positions. Approval has been obtained from the Department of Immigration for an international search.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH - Ontario Veterinary College. The Department of Clinical Studies, is soliciting applications for a permanent senior faculty position in Radiology. Applicants must have a D.V.M. or equivalent degree and must be licensed or eligible for licensure to practice in the province of Ontario. Applicants must be board certified by the American College of Veterinary Radiology and must have a minimum of three years post-residency teaching experience at the undergraduate level. Preference will be given to candidates with an advanced degree and demonstrated research capability. Preference will also be given for individuals with demonstrated leadership capability and experience. The salary and rank for this position (Associate Professor or Professor) will be negotiable and commensurate with qualifications. The prime responsibilities of the position are teaching and service in the Veterinary Teaching Hospital involved with large and small animal radiology at the undergraduate and graduate levels. It is anticipated that the successful candidate will provide direction and focus to the teaching of veterinary radiology within the context of upcoming curricular change. Finally, there will be the opportunity to develop and/or maintain an independent research program, including this position, there are three full-time faculty positions in the radiology section responsible for traditional radiography, ultrasonography, cobalt radiation therapy, MRI and large animal nuclear medicine. The University of Guelph has a full-time graduate and undergraduate student enrolment of 14,000. The City of Guelph has a population of 80,000 people and is situated 80 kilometres west of Toronto. As a companion animal referral centre, the College is exceptionally well situated with over 4 million people living within a 90 minute drive of the University. As a food animal (32% of caseload) and equine (68%) referral centre, the College is exceptionally well located with a large number of dairy and beef operations nearby. In addition, there is a large population of standardbred and thoroughbred horses as well as pleasure horses in Southwestern Ontario. Currently, there is considerable collaborative research with three medical schools located 30 minutes to 1 1/2 hours from the College. The deadline for applications will be December 16, 1992, or until the position is filled. Contact Chair, Department of Clinical Studies, University of Guelph, Guelph, Ontario, N1G 2W1, (519) 823-8800, extension 4000, Fax no.: (519) 767-0311, and provide a current curriculum vitae and the names of at least three referees. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. .

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NOTICEBOARD

THIRD INTERNATIONAL CONFERENCE ON ETHICO-ECONOMICS: Relations Between Ethical Values and Social Institutions, Oct. 8 & 9, 1993, University College of Cape Breton, Sydney, NS, Professor M.A. Choudhury, Social Sciences, University College of Cape Breton, Sydney, N.S. B1P 6L2; (902) 539-5300.

THE INTERNATIONAL JOURNAL, Humanomics, now publishing vol. 8 nos. 1-5, 1992 (Hull, Eng.: Barmarick Publications), is calling for scholarly articles in the areas of ethico-economics, ethics and socio-economic development, ethics and philosophy of science, philosophy of the social sciences, and economic epistemics, history of economic thought in the area of ethico-economics and related fields. Articles are not restricted by length and technical nature. Two copies of articles may be sent to the Editor, Humanomics, Department of Social Sciences, University College of Cape Breton, Sydney, N.S. B1P 6L2; (902) 539-5300.

NATIONAL MEETINGS. 1993, July 30 - August 7. Joint Meeting of the Canadian Society of Microbiologists and the Society for Industrial Microbiologists, Westin Harbour Castle Hotel, Toronto, Ontario, Canada. Contact: Dr. Owen Ward, Microbial Biotechnology Laboratory, Dept. of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Tel: (519) 885-1211; Fax: (519) 746-0614

CALL FOR PAPERS: Journal of East-West Business; New York - The Haworth Press, Inc., announces the forthcoming publications of the new quarterly Journal of East-West Business, scheduled for publication in Spring 1993. The Journal will deal with contemporary and emerging topics of business studies, strategies, development, and practice as they relate to the Russian Republic, the new Asian republics, the Eastern European republics, the Baltic republics, and business relationships between other countries of the world. For an "Instructions for Authors' brochure, contact the Editor: Stanley Paliwoda, Professor, Faculty of Management, University of Calgary, Calgary, Alberta, Canada T2N 1N4; Tel: (403) 220-5685; Fax: (403) 282-0095

CONFERENCE AND CALL FOR PROPOSALS: Information Technology and the Teaching of Mathematics and Natural Science. Project Prometheus (a University of Manitoba, Faculty of Education/IBM Canada cooperative project) in cooperation with the Science Teachers Association of Manitoba, the Manitoba Association of Mathematics Teachers, and the Manitoba Association for Computing Teachers is hosting an interpational conference in Winnipeg, October 21-23, 1993. The conference will focus on the use of information technology - microcomputers, multimedia, microcomputer-based laboratories - by mathematics and science teachers. A one-page abstract of presentations should be submitted by January 1, 1993 to: Barbara McMillan, Project Prometheus, Room 415, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Fax: (204) 275-5962.

THE NORTH AMERICAN ASSOCIATION for the Study of Jean-Jacques Rousseau invites papers for Rousseau and Criticism/Rousseau et la Critique, an interdisciplinary conference to be held at Trent University, Ontario, Canada, May 27-30, 1993. We especially welcome papers on Rousseau and Romanticism, Rousseau and contemporary feminism, and Rousseau's influence on contemporary literary theories. One to two page abstracts should be sent by Dec. 1, 1992 to Jim MacAdam, Dept. of Philosophy, Champlain College, Trent University, Peterborough, Ontario, Canada K9J 7B8.

CALL FOR PAPERS: 1993 Annual Conference of the Association for Canadian Studies (ACS) in conjunction with the Association for Canadian and Québec Literatures (ACQL), June 1993, Carleton University, Ottawa, Ontario. Voyages: Real and Imaginary, Personal and Collective. In addition to papers on the theme of the voyage, the ACS invites proposals for papers on topics of relevance to the study of Canada. This "open theme" day is intended for the presentation of current scholarship and research on Canada. Deadline for submission of 250-350 word abstracts is 30 November, 1992. For more information, please contact: Susan Hoeltken, Programme and Liaison Officer, Association for Canadian Studies, P.O. Box 8888, Station A, Montréal, Québec, H3C 3P8; tel: (514) 987-7784; Fax. (514) 987-8210

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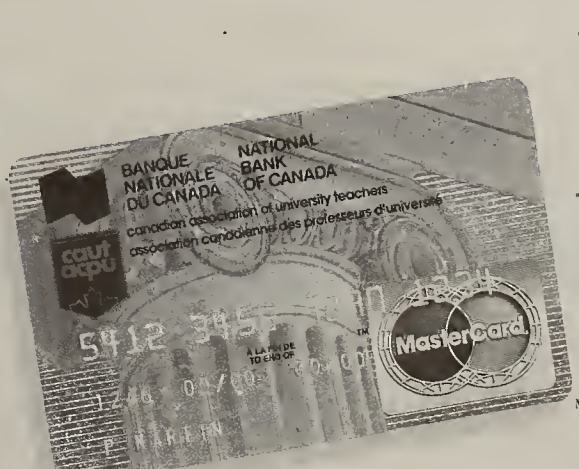

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	Halifax/Moncton/Fredericton	From: $1705.00 / From: $1535.00
	St. John's	From: $1860.00 / From: $1690.00

TO	SYDNEY-MELBOURNE-BRISBANE-PERTH or AUCKLAND (via Hong Kong)	
FROM	Vancouver	From: $1561.00
	Calgary/Edmonton	From: $1721.00
	Regina/Saskatoon	From: $1791.00
	Winnipeg	From: $1851.00
	Toronto	From: $1891.00
	Ottawa/Montreal	From: $1989.00
	Halifax	From: $2191.00

- BASED ON LOW SEASON AIRFARES • BOOKING CONDITIONS & RESTRICTIONS APPLY
- AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
- Not included: Canadian Transportation Tax CA$40.00 and local Taxes E. & O.E. 10/92

Oriental Getaways

TO	FROM	
BANGKOK	Vancouver	From: $1267.00
	Calgary/Edmonton	From: $1399.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: $1431.00
	Montreal/Ottawa	From: $1462.00
	Halifax/Fredericton/Moncton/St. John's	From: $1611.00
HONG KONG	Vancouver	From: $1167.00
	Calgary/Edmonton	From: $1351.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From: $1373.00
	Montreal/Ottawa	From: $1398.00
	Halifax/Fredericton/Moncton/St. John's	From: $1518.00
SINGAPORE/ PENANG/ KUALA LUMPUR	Vancouver	From: $1327.00
	Calgary/Edmonton	From: $1499.00
	Regina/Saskatoon/Winnipeg/Toronto	From: $1621.00
	Montreal/Ottawa	From: $1654.00
	Halifax/Fredericton/Moncton/St. John's	From: $1681.00
TOKYO	Vancouver	From: $1032.00
	Calgary/Edmonton	From: $1221.00
	Regina/Saskatoon	From: $1336.00
	Winnipeg/Toronto/Ottawa/Montreal	From: $1413.00
	Halifax/Fredericton/Moncton	From: $1452.00

- BOOKING CONDITIONS & RESTRICTIONS APPLY
- AIR FARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
- Not included: Canadian Transportation Tax CA$40.00 and local Taxes where applicable

Slightly lower fares are available for passengers from the Toronto/Montreal and Vancouver area. Routings are restrictive and for some itineraries an overnight at the Asian gateway may be required. E. & O.E. 10/92

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Random Selected Cross Canada Fares

Vancouver	- Toronto	From:	$387.00	Thunder Bay	- Ottawa	From:	$303.00
Calgary	- Ottawa	From:	$426.00	Toronto	- Edmonton	From:	$387.00
Edmonton	- Winnipeg	From:	$193.00	Ottawa	- Vancouver	From:	$426.00
Regina	- Toronto	From:	$367.00	Montreal	- Victoria	From:	$479.00
Saskatoon	- Montreal	From:	$408.00	Halifax	- Edmonton	From:	$657.00
Winnipeg	- Halifax	From:	$534.00	St. John's	- Toronto	From:	$383.00

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